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EGAT



114  
年度  
年報  
2025  
ANNUAL  
REPORT

2025 ANNUAL REPORT



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Evergreen Aviation Technologies Corporation

114  
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年報  
2025  
ANNUAL  
REPORT

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# One. Letter to Shareholders

## I. Preface

Thanks to the support and trust of all shareholders and customers, along with the dedicated efforts of all employees, the Company's revenue reached a new record in 2025.

## II. 2025 Business Report

- (I) The 2025 operating revenue was NT\$18.179 billion, an increase of NT\$1.895 billion or 11.63% from the previous year.
1. Benefiting from the continued prosperity of the global air transport industry and the significant increase in the demand for aircraft maintenance and line maintenance, the number of heavy maintenance shipments in 2025 increased from 2024, driving growth in the parts and components repair business.
  2. In 2025, the number of global aircraft orders continued to increase, and the number of orders for narrow-body aircraft, in particular, increased significantly. In order to meet the customer's order demand and increase the delivery targets, the demand for orders for LEAP engine-related products has also increased accordingly.
- (II) 2025 budget implementation

The estimated operating revenue in 2025 was NT\$16.897 billion, the actual operating revenue was NT\$18.179 billion, and the achievement rate was 107.59%.

## III. 2025 Profitability Analysis

Gross margin: 20.33%

Operating margin: 16.51%

Profit margin before tax: 14.10%

Return on equity: 15.26%

Return on assets: 9.26%

#### **IV. Research and Development**

1. Obtained the CAA Authorized Capability for Airbus A350-900 Maintenance, MOLIT Authorized New Capability for Airbus B747-8F, B787-9, B787-10, and A350-900, and the CAAT Authorized Capability for LINE 787-8/-9.
2. Procured the A350 ACT Suite simulation maintenance training software from Airbus to enhance self-training capabilities and cultivate technical personnel.
3. Prepared for the capabilities and certification of Airbus's narrow-body aircraft aerostructure. The initial product is estimated to be completed in 2026 Q4.
4. Prepared for the manufacturing capabilities of the Boeing Company's 777F Leading Edge Device body assembly. The initial assembly is estimated to be completed in 2027 Q1.
5. Continued developing multiple UAV models and establish assembly and test production lines to enhance business expansion capabilities.

#### **V. 2026 Business Plan**

- (I) With global inflation under control and economic development on the right track, airline companies have also initiated fleet renewal plans to purchase new types of passenger and cargo aircraft in response to the long-term growth trend in passenger and cargo demand for fuel-efficient and carbon-reducing sustainable operations. The global aviation industry has continued to recover after the pandemic, with strong passenger transport demand. In particular, premium fares grew rapidly. EVA Air, the parent company, formally placed orders for six A350-1000 long-range and three single-aisle A321neo in 2025. In 2026, the global passenger transport volume is expected to increase by approximately 7% to 10%, and the demand for the aviation industry will remain robust. The commercial aircraft MRO market scale will grow steadily, and it is estimated that the global MRO market scale in 2026 will reach US\$108 billion.
- (II) In 2026, the aircraft maintenance business is almost fully loaded with customers. A small amount of spare capacity is under discussion with potential customers. The overall maintenance demand has grown steadily. Major customers in North America and Northeast Asia have raised maintenance requirements, and production line adjustments have been made to respond. In 2025, we commenced the B787 C CHECK maintenance in the EU and UK markets. We are now in discussions with customers to increase the number of in-plant maintenance visits. The Company obtained maintenance capability for the new-generation aircraft B737MAX and A350 and developed maintenance customers for new aircraft to increase the

Company's revenue.

- (III) Customer order demand increased for the manufacturing business, particularly the booming demand for narrow-body aircraft. The shipment of the LEAP engine, the main product for narrow-body aircraft, will continue to increase after the material sourcing gradually improves. Short- and mid-term order demand will maintain positive growth.

## **VI. Business Development Strategy**

- (I) The market prospects of the aircraft maintenance market are promising. The Company will continue to recruit and train aviation technicians on the basis of its current main customers and develop new technologies, increase investment in facilities and equipment and the application of production capacity, and actively develop potential customers, mainly focusing on international business opportunities, and continue to expend business with the wide-body aircraft and engines manufacturers, and maintenance services for global major airlines. We aim to increase the value of production capacity and pave the way for future revenue growth. Driven by a surge in global air travel and freight demand, fleet expansion, and an increasing average aircraft age, particularly rapid growth in the Asia-Pacific region, digital transformation, AI and the IoT are improving efficiency. The Company is seeking growth opportunities in technology enhancement, new market development (i.e., Europe), and digital transformation. The overall outlook is positive; however, supply chain and compliance challenges remain.
- (II) Improve production efficiency: Increase investment in facility construction in the four existing aircraft hangars to improve maintenance efficiency. More meticulous arrangements have been made for aircraft maintenance aprons to shorten the time spent in the hangar and free up space for capacity utilization. This measure has shown results in 2025, and the output value will continue to increase in 2026.
- (III) New aircraft capabilities and new customers: Obtain maintenance capabilities for new aircraft A350 and B737MAX to respond to the fleet replacement of airlines in the future and expand our customer base. Our capacity for the B737 MAX has been certified by the CAA in 2024, and we obtained the CAA Authorized Capability for Airbus A350-900 Maintenance, MOLIT Authorized New Capability for Airbus B747-8F, B787-9, B787-10, and A350-900, and the CAAT Authorized Capability for LINE 787-8/-9 in 2025. We expect to continue expanding our A350 maintenance capacity in 2026 and obtain maintenance certification in key countries to expand business opportunities. A new customer from Korea visited the Company's plant for the first time at the end of 2025.

- (IV) Among existing customers, the Company will continue to pursue new product tenders to upgrade its manufacturing capabilities. For potential customers, we will continue to expand our business channels. At present, we have secured tenders from major manufacturers such as Airbus and continue to prepare to pass relevant capability certifications.
- (V) The Company will continue to expand into new businesses, branch out into the production of non-aerospace products such as electronic equipment and aerial vehicle components, expand business scope, develop customer and product diversity, and continue investing in processing machinery and equipment and special facilities to increase the stability of production capacity and revenue.
- (VI) At present, the Company possesses a robust foundation; its maintenance business has the capabilities to compete internationally, and demand is increasing annually. With the resumption of stability following the delivery of new aircraft by the original equipment manufacturers and the gradual increase in deliveries, the outlook for the manufacturing business's growth is positive.

## **VII. Impact of External Competitive Environment, Regulatory Environment and Overall Operating Environment**

### **(I) External competitive environment**

At present, the shortage of parts, components and labor persists. In addition, with new aircraft orders fully loaded, delivery pressure has increased. The recovery of the supply chain was less favorable than expected. The engine shortage will continue to worsen. It is estimated that Airbus will continue to postpone deliveries for up to three years. Airline companies are required to enhance the maintenance of existing flights, prompting the Company to maintain a considerable proportion of its business in freighter maintenance and product modifications. In terms of operations, the Company maintained normal operations and accumulated capacity to gain a competitive advantage once the market recovered. Although China and Southeast Asian countries have a competitive advantage in lower labor costs, the Company possesses a clear advantage in overall maintenance quality and performance value.

### **(II) Regulatory environment**

The Company undergoes an annual factory review conducted by the civil aviation authorities of our customers' respective countries and holds maintenance licenses issued by Civil

Aviation Administration in various countries. Additionally, the Company obtained certification for ISO 9001 Quality Management System and AS9110 & AS9100 Aerospace Quality Maintenance Management System by improving its quality system to meet the most stringent standards in the world. As a result, the Company is recognized by international airlines. In 2025, the U.S. government imposed reciprocal tariffs on Taiwan. The aircraft, parts, and components of U.S. airlines maintained by the Company are completed and delivered at the airport plant, and subsequent transportation and applicable taxes are handled by the clients; therefore, the impact is limited.

(III) Overall business environment

Benefiting from the booming demand for passenger travel, the fuel-efficient new-generation aircraft also aligns with the demand from various airline companies to reduce operating costs, save energy, and lower carbon emissions. This phenomenon will be difficult to absorb in the short term. The above factors create a stable, growth-friendly operating environment for the aviation industry, whether for manufacturing or maintenance.

**VIII. Conclusion**

We thank our customers and shareholders for their support and recognize the efforts of our management and employees. We won the "2025 Taiwan FINI 100" award organized by the Taiwan Institute of Directors. We will insist on the consistent and unchanged principle, continuously provide the most optimal service quality, guarantee the safety of aircraft, and strive for more business to enable the Company's profits to grow steadily in the hope of creating more profits to deliver returns to our shareholders.

Wishing you and your family peace, health, and prosperity.

**Chairman: Huang, Nan-Horang**

**March 28,2026**

## Two. Corporate Governance Report

### I. Directors and Management Team

#### (I) Directors

Mar 28, 2026

Position (Note 1)	Nationality or place of registration	Name	Gender/Age (Note 2)	Election (inauguration) Date	Term	Date first elected (Note 3)	Shareholding when elected (Note 8)		Current shareholding (Note 8)		Current shareholding of spouse and minor children		Shares held through nominees		Education and experience (Note 4)	Concurrent duties in the Company and other companies	Spouse or relatives of the second degree or closer acting as manager or director, or supervisor		
							Shares	Shareholding percentage %	Shares	Shareholding percentage %	Shares	Shareholding percentage %	Shares	Shareholding percentage %			Position	Name	Relation
Chairman	Republic of China	EVA Airways Corp.	Not applicable	2025.05.29	3 years	1997.11.03	206,189,241	55.05	206,189,241	55.05	Not applicable		0	0	Not applicable	Not applicable	Not applicable		
	Republic of China	Representative: Huang, Nan- Horang	Male 61-70 years old	2025.05.29	3 years	2011.03.22	Not applicable		45,000	0.01	0	0	0	0	(Experience) President, Evergreen Aviation Technologies Corp.  (Education) Department of Aircraft Engineering in a two-year program of academic ability appraisal of the Ministry of Education	Director: -GE Evergreen Engine Services Corp. -Spirit Evergreen Aftermarket Solutions Co., Ltd. -Ever Superior Technologies Corp.	None	None	None
Director	Republic of China	UNI Airways Corp.	Not applicable	2025.05.29	3 years	2022.01.12	50,847,721	13.57	50,847,721	13.57	Not applicable		0	0	Not applicable	Not applicable	Not applicable		
	Republic of China	Representative: Ko, Lee-Ching	Female 71~80 years old	2025.05.29	3 years	2005.05.18 (Note 5)	Not applicable		0	0	0	0	0	0	(Experience) -Vice Group Chairman, Evergreen Group -Chairman, Evergreen International Corp.  (Education) National Keelung Girls' Senior High School	Director: -EVA Airways Corp. -Evergreen Marine Corp. (Taiwan) Ltd. -Evergreen International Storage &Transport Corp. -Evergreen Steel Corp. -Evergreen Security Corp. -Charng Yang Development Co., Ltd. Supervisor: -Evergreen Sky Catering Corp. -Evergreen Air Cargo Services Corp. -Evergreen Airline Services Corp. -Ever E Cove Corp.  -Hsin Yung Enterprise Corp. -Ever Reward Logistics Corp.	None	None	None

Position (Note 1)	Nationality or place of registration	Name	Gender/Age (Note 2)	Election (inauguration) Date	Term	Date first elected (Note 3)	Shareholding when elected (Note 8)		Current shareholding (Note 8)		Current shareholding of spouse and minor children		Shares held through nominees		Education and experience (Note 4)	Concurrent duties in the Company and other companies	Spouse or relatives of the second degree or closer acting as manager or director, or supervisor		
							Shares	Shareholding percentage %	Shares	Shareholding percentage %	Shares	Shareholding percentage %	Shares	Shareholding percentage %			Position	Name	Relation
Director	Republic of China	EVA Airways Corp.	Not applicable	2025.05.29	3 years	1997.11.03	206,189,241	55.05	206,189,241	55.05	Not applicable		0	0	Not applicable	Not applicable	Not applicable		
	Republic of China	Representative: Lin, Bou-Shiu	Male 71-80 years old	2025.05.29	3 years	2005.05.18 (Note 6)	Not applicable		0	0	0	0	0	0	(Experience) Chairman, Evergreen Steel Corp. (Education) Bachelor of Computer Science and Information Engineering, Tamkang University	Chairman, EVA Airways Corp. Chairman, Hsiang-Li Investment Corp. Director: -UNI Airways Corp. -Evergreen Sky Catering Corp. -Evergreen Air Cargo Services Corp. -Evergreen Airline Services Corp. -GE Evergreen Engine Services Co. -Trade-Van Information Services Co.	None	None	None
	Republic of China	Representative: Sun, Chia-Ming	Male 61-70 years old	2025.05.29	3 years	2018.01.01	Not applicable		1,679	0	0	0	0	0	(Experience) Executive Vice President of Passenger Management Div., EVA Airways Corp. (Education) Bachelor of International Trade, Chinese Culture University	Director and President, EVA Airways Corp. Director: -UNI Airways Corp. -Evergreen Sky Catering Corp. -Evergreen Air Cargo Services Corp. -Evergreen Airline Services Corp.	None	None	None
	Republic of China	Representative: Shieh, Shin-Wen	Male 61-70 years old	2025.05.29	3 years	2025.05.29	Not applicable		30,000	0.01	0	0	0	0	(Experience) Executive Vice President of Manufacturing Div., Evergreen Aviation Technologies Corp. (Education) Bachelor of Department of Electrical Engineering, National Taiwan Institute of Technology (Now called National Taiwan University of Science and Technology)	President, Evergreen Aviation Technologies Corp. Director, Spirit Evergreen Aftermarket Solutions Co., Ltd.	None	None	None

Position (Note 1)	Nationality or place of registration	Name	Gender/Age (Note 2)	Election (inauguration) Date	Term	Date first elected (Note 3)	Shareholding when elected (Note 8)		Current shareholding (Note 8)		Current shareholding of spouse and minor children		Shares held through nominees		Education and experience (Note 4)	Concurrent duties in the Company and other companies	Spouse or relatives of the second degree or closer acting as manager or director, or supervisor		
							Shares	Shareholding percentage %	Shares	Shareholding percentage %	Shares	Shareholding percentage %	Shares	Shareholding percentage %			Position	Name	Relation
Director	Republic of China	UNI Airways Corp.	Not applicable	2025.05.29	3 years	2022.01.12	50,847,721	13.57	50,847,721	13.57	Not applicable		0	0	Not applicable	Not applicable	Not applicable		
	Republic of China	Representative: Tsai, Ta-Wei	Male 61~70 years old	2025.05.29	3 years	2007.07.03 (Note 7)	Not applicable		1,422	0	0		0	0	(Experience) Vice President of Finance Div., EVA Airways Corp.  (Education) Bachelor of Accounting, Chinese Cultural University	Executive Vice President of Finance Div., EVA Airways Corp.  Director, Kaohsiung Airport Catering Services Ltd.  Supervisor: -UNI Airways Corp. -Evergreen Sky Catering Corp. -EverFun Travel Services Corp. -GE Evergreen Engine Services Corp.	None	None	None
Independent Director	Republic of China	Hsu, Miao-Chiu	Female 61-70 years old	2025.05.29	3 years	2022.01.12	0	0	0	0	0		0	0	(Experience) -Director/Senior VP, CTBC Bank Co.,Ltd. -Independent Director, Nankang Rubber Tire Corp.,Ltd. -President/Senior VP and CFO, Nan Shan Life Insurance Co., Ltd. -Partner, PwC of Taiwan -Vice President of Accounting Department, Taipei branch of Credit Lyonnais -Grade 3 Specialist of Trust Division, Central Trust of China  (Education) -MBA, St. John's University -Bachelor of Division of Banking of Department of Business of College of Law, National Taiwan University	Independent Director, TrueLight Corp.	None	None	None
Independent Director	Republic of China	Teng, Yean-Sen	Male 71-80 years old	2025.05.29	3 years	2022.01.12	0	0	0	0	0		0	0	(Experience) -Advisor of National Human Rights Commission, Control Yuan (incumbent)	—	None	None	None

Position (Note 1)	Nationality or place of registration	Name	Gender/Age (Note 2)	Election (inauguration) Date	Term	Date first elected (Note 3)	Shareholding when elected (Note 8)		Current shareholding (Note 8)		Current shareholding of spouse and minor children		Shares held through nominees		Education and experience (Note 4)	Concurrent duties in the Company and other companies	Spouse or relatives of the second degree or closer acting as manager or director, or supervisor			
							Shares	Shareholding percentage %	Shares	Shareholding percentage %	Shares	Shareholding percentage %	Shares	Shareholding percentage %			Position	Name	Relation	
															<ul style="list-style-type: none"> <li>-Member of Human Rights Protection Subcommittee, Executive Yuan(incumbent)</li> <li>-Member of Human rights working group member, Ministry of Justice (incumbent)</li> <li>-Chief Arbitrator for Labor dispute, New Taipei City Government (incumbent)</li> <li>-Chair Professor of School of Law, Adjunct Professor of Department of Law, Soochow University (incumbent)</li> <li>-Member, Presidential Office Human Rights Consultative Committee</li> <li>-Chief Secretary, Soochow University</li> <li>-Full-time Professor of Department of Law, Soochow University (Education)</li> <li>-Master of Philosophy (MPhil), University of Nottingham, UK</li> <li>-Master of Laws (LLM), University of Nottingham, UK</li> <li>-Master of Department of Law, Soochow University</li> </ul>					
Independent Director	Republic of China	Chou, Yon-Chun	Male 61-70 years old	2025.05.29	3 years	2022.01.12	0	0	0	0	0	0	0	0	(Experience) -Director/Professor/ Associate Professor of Institute of Industrial Engineering, National Taiwan University -Associate Professor/ Assistant Professor of Department of Industrial Engineering and Operations Research, University of Massachusetts (Education)	Independent director, Horizon Fixture Group Co., Ltd.	None	None	None	

Position (Note 1)	Nationality or place of registration	Name	Gender/Age (Note 2)	Election (inauguration) Date	Term	Date first elected (Note 3)	Shareholding when elected (Note 8)		Current shareholding (Note 8)		Current shareholding of spouse and minor children		Shares held through nominees		Education and experience (Note 4)	Concurrent duties in the Company and other companies	Spouse or relatives of the second degree or closer acting as manager or director, or supervisor		
							Shares	Shareholding percentage %	Shares	Shareholding percentage %	Shares	Shareholding percentage %	Shares	Shareholding percentage %			Position	Name	Relation
															-Ph.D. in Industrial Engineering, Purdue University -Master of Industrial and Systems Engineering, The Ohio State University -Bachelor of Department of Industrial Engineering and Engineering Management, National Tsing Hua University				

Note 1: For a corporate shareholder, the name of the corporate shareholder and its representative shall be listed separately (when listing the representative of a corporate shareholder, the name of the corporate shareholder shall also be noted), and Table 1 below shall also be completed.

Note 2: Please state the actual age, or, alternatively, state the age interval into which the actual age falls, e.g., 41~50 years, 51~60 years.

Note 3: Specify the time the person first began to serve as a director or supervisor of the Company. If there has been any break within a term or between terms, add a note specifying the circumstances.

Note 4: Specify experience and qualifications related to the current position. If during a period specified above the person has served in a position at a CPA firm that serves as external auditor/attestor, specify the position held and the duties for which the person was responsible.

Note 5: Ms. Ko, Lee-Ching served as a supervisor of the Company from 2005.05.18 to 2017.05.26 and 2021.04.29 to 2022.01.12.

Note 6: Mr. Lin, Bou-Shiu served as a director of the Company from 2005.05.18 to 2012.03.12 and 2016.03.15 till present.

Note 7: Mr. Tsai, Ta-Wei served as a supervisor of the Company from 2007.07.03 to 2022.01.12.

Note 8: The total number of issued shares when the current session of directors were elected (2025.05.29) and as of the book-closure date of the 2026 annual general shareholders' meeting (2026.03.28) were 374,570,962 shares.

Note 9: Where the chairperson of the board of directors and the general manager or person of an equivalent post (the highest level manager) of a company are the same person, spouses, or relatives within the first degree of kinship, an explanation shall be given of the reason for, reasonableness, necessity thereof, and the measures adopted in response thereto (e.g., increasing the number of independent directors and ensuring that a majority of directors do not concurrently serve as an employee or managerial officer):  
None.

Note 10: Diversity policy of Board of Directors: Please refer to pp. 18.

Table 1: Major shareholders of corporate shareholders

Mar 28, 2026

Name of Corporate Shareholder (Note 1)	Major Shareholder of Corporate Shareholder (Note 2)
EVA Airways Corporation	Evergreen Marine Corp. (Taiwan) Ltd. (7.43%) Evergreen International Corp. (7.13%) Capital Tip Customized Taiwan Select High Dividend Exchange Traded Fund (5.42%) Yuanta/P-shares Taiwan Dividend Plus ETF (4.80%) Evergreen Steel Corp. (3.63%) Chang, Yung-Fa (2.09%) (Deceased) Taiwan Business Bank, Ltd. in custody for United Taiwan High Dividend Recovery ETF (2.00%) New Labor Pension Fund (1.65%) Hua Nan Commercial Bank, Ltd. in custody for Yuanta Taiwan Value High Dividend ETF (1.21%) Canada Pension Plan Investment Board (0.88%)
UNI Airways Corporation	Evergreen International Corp. (23.48%) Starlux Investments Ltd. (19.90%) Starway Developing Investments Ltd. (19.90%) Evergreen Steel Corp. (14.99%) EVA Airways Corp. (9.98%) Evergreen International Storage & Transport Corp. (4.17%) Tian-Hsin Co., Ltd. (3.26%) New Taiwan Co., Ltd. (0.37%) Chairworks Development Ltd. (0.25%) Ruentex Industries Ltd. (0.18%)

- Note 1: If a director is a representative of a corporate shareholder, fill in the name of that corporate shareholder.
- Note 2: Fill in the names of the corporate shareholder's major shareholders (those with a shareholding ratio ranking among the top 10) and their shareholding ratios. If any of the major shareholders is a corporate/juristic person, also complete Table 2 below.
- Note 3: If a corporate/juristic person shareholder is not organized as a company, the shareholder names and shareholding ratios required to be disclosed as mentioned above shall be the names of the capital contributors or donors (for further information, please refer to the announcements of the Judicial Yuan) and their capital contribution or donation rates, respectively. If a donor has died, please further note "deceased."
- Note 4: Information is provided by corporate shareholders, Department of Commerce MOEA or Market Observation Post System (MOPS).

Table 2: Major shareholders of corporate shareholders in Table 1 who are legal entities

Mar 28, 2026

Name of Legal Entity (Note 1)	Name of Legal Entity (Note 2)	Major Shareholder of Legal Entity (Note 3)
EVA Airways Corporation	Capital Tip Customized Taiwan Select High Dividend Exchange Traded Fund	Not applicable
	Evergreen Marine Corp. (Taiwan) Ltd.	Cathay United Bank Trust Account – Chang, Kuo-Hua (7.71%) Capital Tip Customized Taiwan Select High Dividend ETF (7.28%) Yuanta/P-shares Taiwan Dividend Plus ETF (4.37%) Chang, Sheng-En (4.12%) Chang, Yung-Fa (3.20%) (Deceased) Hua Nan Commercial Bank, Ltd. in custody for Yuanta Taiwan Value High Dividend ETF (2.13%) Cathay United Bank Trust Account – Yang, Mei-Chen (2.11%) Chang, Kuo-Hua (1.50%) Aurora Holdings Incorporated (1.32%) Taiwan Business Bank, Ltd. in custody for United Taiwan High Dividend Recovery 30 ETF (1.31%)
	Evergreen International Corp.	Chang Yung-Fa Foundation (28.86%) Shine Glow Investments Ltd. (18%) Chang, Kuo-Ming (17.99%) Chang, Kuo-Hua (12.9%) Trust Account by Lee, Yu-Mei (Hua Nan Bank) (6.99%) Chang Yung-Fa Charity Foundation (5%) Chang, Yung-Fa (5%) (Deceased) Yang, Mei-Chen (4.6%) Scept Corp. (0.5%) Lee, Yu-Mei (0.15%)
	Capital Tip Customized Taiwan Select High Dividend Exchange Traded Fund	Not applicable
	Yuanta/P-shares Taiwan Dividend Plus ETF	Not applicable
	Evergreen Steel Corp.	Evergreen Marine Corp. (Taiwan) Ltd. (19.00%) Chang, Kuo-Hua (6.18%) Continental Engineering Corporation (6.15%) Chang Yung-Fa Foundation (6.00%) Shine Glow Investments Ltd. (6.00%) Yang, Mei-Chen (4.87%) Chang, Sheng-En (4.78%) Capital Tip Customized Taiwan Select High Dividend Exchange Traded Fund(4.61%) Wei-Dar Development Co., Ltd. (3.07%) TSRC Corporation (2.91%)
	Taiwan Business Bank, Ltd. in custody for United Taiwan High Dividend Recovery ETF	Not applicable
	New Labor Pension Fund	Not applicable
	Hua Nan Commercial Bank, Ltd. in custody for Yuanta Taiwan Value High Dividend ETF	Not applicable
	Canada Pension Plan Investment Board	Not applicable
UNI Airways Corporation	Evergreen International Corp.	Chang Yung-Fa Foundation (28.86%) Shine Glow Investments Ltd. (18%) Chang, Kuo-Ming (17.99%) Chang, Kuo-Hua (12.9%) Trust Account by Lee, Yu-Mei (Hua Nan Bank) (6.99%) Chang Yung-Fa Charity Foundation (5%) Chang, Yung-Fa (5%) (Deceased)

Name of Legal Entity (Note 1)	Name of Legal Entity (Note 2)	Major Shareholder of Legal Entity (Note 3)
		Yang, Mei-Chen (4.6%) Scept Corporation (0.5%) Lee, Yu-Mei (0.15%)
	Starlux Investments Ltd.	Chang, Kuo-Wei (59.474%) Chang, Sheng-Hung (20.263%) Chang, Sheng-Wei (20.263%)
	Starway Developing Investments Ltd.	Chang, Kuo-Wei (50.96%) Chang, Sheng-Hung (24.52%) Chang, Sheng-Wei (24.52%)
	Evergreen Steel Corp.	Evergreen Marine Corp. (Taiwan) Ltd. (19.00%) Chang, Kuo-Hua (6.18%) Continental Engineering Corp. (6.15%) Chang Yung-Fa Foundation (6.00%) Shine Glow Investments Ltd. (6.00%) Yang, Mei-Chen (4.87%) Chang, Sheng-En (4.78%) Capital Tip Customized Taiwan Select High Dividend Exchange Traded Fund (4.61%) Wei-Dar Development Co., Ltd. (3.07%) TSRC Corp. (2.91%)
	EVA Airways Corp.	Evergreen Marine Corp. (Taiwan) Ltd. (7.43%) Evergreen International Corp. (7.13%) Capital Tip Customized Taiwan Select High Dividend Exchange Traded Fund (5.42%) Yuanta/P-shares Taiwan Dividend Plus ETF (4.80%) Evergreen Steel Corp. (3.63%) Chang, Yung-Fa (2.09%)(Deceased) Taiwan Business Bank, Ltd. in custody for United Taiwan High Dividend Recovery 30 ETF (2.00%) New Labor Pension Fund (1.65%) Hua Nan Commercial Bank, Ltd. in custody for Yuanta Taiwan Value High Dividend ETF (1.21%) Canada Pension Plan Investment Board (0.88%)
	Evergreen International Storage & Transport Corp.	Evergreen Marine Corp. (Taiwan) Ltd. (40.36%) Chang, Kuo-Hua (3.52%) Wang, Zhuang-Yan (3.05%) Yang, Mei-Chen (2.81%) Shine Glow Investments Ltd. (2.80%) Chang, Sheng-En (2.15%) Chang, Kuo-Ming (1.76%) Wang, Sheng-Min (1.43%) Wang, Sheng-Hong (1.30%) Excellence Corp. (1.27%)
	Tian-Hsin Co., Ltd.	Tseng, Chiung-Hui (31.85%)
	New Taiwan Co., Ltd.	Chu, Shao-Hua (28.57%) Chu, Che-Yen (18.28%)
	Chairworks Development Ltd.	Tsai, Lu-Hai (5.71%) Chu, Shao-Hua (2.86%)
	Ruentex Industries Ltd.	Ruentex Development Co., Ltd. (14.28%) Ruentex Engineering & Construction Co., Ltd. (4.55%) Yi Tai Investment Co., Ltd. (4.22%) Huei Hong Investment Co., Ltd. (4.02%) Yingjia Investment Co., Ltd (3.68%) ChangChun Investment Co., Ltd (3.50%) Gin-Hong Investment Co., Ltd. (3.31%) Sheng Cheng Investment Co., Ltd. (3.18%) Hua Nan Commercial Bank, Ltd. in custody for Yuanta Taiwan Value High Dividend ETF (2.60%) Ruen Hua Dyeing & Weaving Co., Ltd. (1.88%)

- Note 1: Name of corporate shareholder in Table 1.
- Note 2: If any major shareholder in Table 1 above is a corporate/juristic person, fill in the name of that corporate/juristic person.
- Note 3: Fill in the names of the corporate/juristic person's major shareholders (those with a shareholding ratio ranking among the top 10) and their shareholding ratios.
- Note 4: If a corporate/juristic person shareholder is not organized as a company, the shareholder names and shareholding ratios required to be disclosed as mentioned above shall be the names of the capital contributors or donors (for further information, please refer to the announcements of the Judicial Yuan) and their capital contribution or donation rates, respectively. If a donor has died, please further note "deceased."
- Note 5: Information is provided by corporate shareholders, Department of Commerce MOEA or Market Observation Post System (MOPS).

1. Disclosure of professional qualifications of directors and independence of independent directors

Criteria	Professional Qualifications and Experience (Note 1)	Independence Status (Note 2)	Number of other public companies for which the director concurrently serving as an independent director or a remuneration committee member
Name and Title Chairman EVA Airways Corporation Representative: Huang, Nan-Horang (Convener of Sustainability Committee)	Currently the Chairman of the Company, and once served as the President of the Company.	Not applicable	0
Director UNI Airways Corporation Representative: Ko, Lee-Ching	Currently the Director of EVA Airways Corporation, Evergreen Marine Corporation (Taiwan) Ltd., Evergreen International Storage & Transport Corporation and Evergreen Steel Corporation, and once served as Vice Group Chairman of Evergreen Group and the Chairman of Evergreen International Corporation.	Not applicable	0
Director EVA Airways Corporation Representative: Lin, Bou-Shiu	Currently the Chairman of EVA Airways Corporation and a Director of Trade-Van Information Services Co., and once served as the Chairman of Evergreen Steel Corporation.	Not applicable	0
Director EVA Airways Corporation Representative: Sun, Chia-Ming	Currently a Director and the President of EVA Airways Corporation, and once served as the Executive Vice President, Passenger Management Div. of EVA Airways Corporation.	Not applicable	0
Director EVA Airways Corporation Representative: Shieh, Shin-Wen (Vice Convener of Sustainability Committee member)	Currently the President of the Company, and once served as the Executive Vice President, Manufacturing Div. of the Company.	Not applicable	0
Director UNI Airways Corporation Representative: Tsai, Ta-Wei	Currently the Executive Vice President, Finance Div. of EVA Airways Corporation, and once served as the Vice President, Finance Div. of EVA Airways Corporation.	Not applicable	0

Criteria Name and Title	Professional Qualifications and Experience (Note 1)	Independence Status (Note 2)	Number of other public companies for which the director concurrently serving as an independent director or a remuneration committee member
Independent director Hsu, Miao-Chiu (Convener of Audit Committee, Remuneration Committee member, Sustainability Committee member)	Qualified as a CPA in Taiwan and the U.S.A. Currently an Independent Director of TrueLight Corp. Once served as a Director/Senior VP of CTBC Bank Co., Ltd., an Independent Director of Nankang Rubber Tire Corp.,Ltd., President/Senior VP and CFO of Nan Shan Life Insurance Co., Ltd., Partner of PwC Taiwan, Vice President of Accounting Department of Taipei branch of Credit Lyonnais, and Grade 3 specialist of Trust Division of Central Trust of China.	The three independent directors meet the independence requirements of the “Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies”. (Note 4)	1
Independent director Teng, Yean-Sen (Convener of Remuneration Committee, Audit Committee member, Sustainability Committee member)	Currently an advisor of National Human Rights Commission of Control Yuan, Member of Human Rights Protection Subcommittee of Executive Yuan, Member of Human rights working group of Ministry of Justice, Chief Arbitrator for labor dispute of New Taipei City Government, Chair Professor of School of Law and Adjunct Professor of Department of Law of Soochow University. Once served as a member of Presidential Office Human Rights Consultative Committee, Chief Secretary of Soochow University, and Full-time Professor of Department of Law of Soochow University.		0
Independent director Chou, Yon-Chun (Audit Committee member, Remuneration Committee member, Sustainability Committee member)	Currently an Independent Director of Horizon Fixture Group Co., Ltd. Once served as a Director/Professor/Associate Professor of Institute of Industrial Engineering of National Taiwan University, and Associate Professor/Assistant Professor of Department of Industrial Engineering and Operations Research of University of Massachusetts.		1
<p>Note 1: Professional qualifications and experience: Specify the professional qualifications and experience of each director. If a member of the Audit Committee, specify their accounting or finance background and work experience. Additionally, specify whether any circumstance under any subparagraph of Article 30 of the Company Act exists with respect to a director.</p> <p>Note 2: Describe the status of independence of each independent director, including but not limited to the following: did they or their spouse or any relative within the second degree serve as a director, supervisor, or employee of the Company or any of its affiliates? ; specify the number and ratio of shares of the Company held by the independent director and their spouse and relatives within the second degree (or through nominees); do they serve as a director, supervisor, or employee of any company having a specified relationship with the Company (see Article 3, paragraph 1, subparagraphs 5 to 8 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies); specify the amount(s) of any pay received by the independent director for any services such as business, legal, financial, or accounting services provided to the Company or any affiliate thereof within the past 2 years.</p> <p>Note 3: None of the directors were involved in the circumstances listed in Article 30 of the Company Act.</p>			

Name and Title	Criteria Professional Qualifications and Experience (Note 1)	Independence Status (Note 2)	Number of other public companies for which the director concurrently serving as an independent director or a remuneration committee member
<p>Note 4: The Company regularly (once a year) reviews the qualifications of independent directors, the details are as follows: None of the three independent directors themselves, their spouses, relatives within the second degree of kinship, and lineal relative within the third degree of kinship are natural-person shareholders who holds shares in an aggregate of 1% or more of the total number of issued shares of the Company or ranking in the top 10 in holdings, or directors, supervisors or employees of the Company or any of its affiliates. In addition, the independent directors have not served as directors, supervisors or employees of companies as specified in Subparagraphs 5 to 8 of Paragraph 1 of Article 3 of the “Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies”. Besides, they have not provided auditing services for the Company except as independent directors and members of functional committees. Therefore, our three independent directors all meet the independence requirements.</p>			

## 2. Board of Directors’ diversity and independence:

### (1) Diversity of Board of Directors:

- A. According to Paragraph 3, Article 23 of the Company’s “Corporate Governance Best Practice Principles”, the composition of the Board of Directors shall take diversity into consideration; Paragraph 4 of the same Article stipulates that the members of the Board of Directors shall generally have the knowledge, skill and ability required to perform their duties. The directors of the Company have expertise in various fields such as business management, aerospace industry, transportation management, finance /accounting, Insurance, law and etc., which will enhance the professionalism of the Board of Directors in decision making and benefit the operation and long-term development of the Company.
- B. The Company’s Board of Directors consists of 9 directors, 3 of whom are independent directors (accounting for 33.33%), and 1 of whom is an employee of the Company (accounting for 11.11%). All directors have domestic citizenship.
- C. The Company values gender equality in the composition of the Board of Directors. Currently, the target ratio for female directors is set more than over 20%. In the current term, the Board of Directors consists of 7 male directors and 2 female directors, with female directors accounting for 22.22% of the total seats. To align with international trends and further enhance and implement gender diversity in the composition of the Board of Directors, the Company will evaluate the possibility of increasing board seats for different genders to meet the Company's operational needs and sustainable development goals, and achieve the target of having at least one-third of the board seats held by directors of either gender.

D. The status of the Company's implementation of the diversity policy of the board members is as follows:

Title and Name	Composition					Independent directors with three terms or less	Business Management	Aerospace Industry	Transportation Management	Finance/Accounting	Insurance	Law	Information Technology	Risk Management	Government and Supervision	Sustainability Management
	Nationality	Gender	As an Employee	Age												
				61 - 70	71 - 80											
Chairman Huang, Nan-Horang	Republic of China	Male		✓			✓	✓								✓
Director Ko, Lee-Ching	Republic of China	Female			✓		✓		✓							
Director Lin, Bou-Shiu	Republic of China	Male			✓		✓	✓				✓				✓
Director Sun, Chia-Ming	Republic of China	Male		✓			✓	✓								✓
Director Shieh, Shin-Wen	Republic of China	Male	✓	✓			✓	✓								✓
Director Tsai, Ta-Wei	Republic of China	Male		✓			✓		✓							
Independent director Hsu, Miao-Chiu	Republic of China	Female		✓		✓	✓			✓				✓		✓
Independent director Teng, Yean-Sen	Republic of China	Male			✓	✓					✓			✓		✓
Independent director Chou, Yon-Chun	Republic of China	Male		✓		✓						✓				✓

(2) Independence of the Board of Directors:

- A. The Company's Board of Directors consists of 9 directors, 3 of whom are independent directors, accounting for 33.33% of the Board of Directors' seats. In order to improve the independence and operational efficiency of the Board of Directors, the Company has established the "Rules Governing the Duties of Independent Directors", with which the independent directors comply to perform their duties. During their tenure, none of the independent directors have established relationships that would be detrimental to the Company's interests or would impair their judgment with management or related parties of the Company, and their performance is justifiable. All three independent directors are able to independently and effectively supervise the operations of the Board of Directors.
- B. None of the directors have spousal relationships or are second-degree relatives. To ensure that the Board of Directors can perform its duties in an independent and objective manner, if a director or a juristic person represented by the director is an interested party with respect to any proposals listed in a board meeting, the director shall state the important content of such interest at that board meeting. If it may harm the interests of the Company, the director cannot participate in the discussion and voting, and shall excuse him/herself from the discussion and voting. He/she also cannot act as another director's proxy to exercise voting rights on that matter.

## (II) President, Executive Vice President, Vice President and Heads of various departments and branches

Mar 28, 2026; Unit: shares

Position (Note 1)	Nationality	Name	Gender	Date of inauguration	Shareholding		Shareholding of spouse and minor children		Shares held by through nominees		Education and experience (Note 2)	Concurrent positions in other companies	Spouses or relatives of the second-degree or closer acting as managers			Remarks (Note 3)
					Shares	Shareholding percentage	Shares	Shareholding percentage	Shares	Shareholding percentage			Position	Name	Relation	
President	Republic of China	Shieh, Shin- Wen	Male	2011.1.1	30,000	0.01%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies Corp. Executive Vice President of Manufacturing Division (Education) Bachelor's degree from Department of Electrical Engineering at NTUST	Director of Spirit Evergreen Aftermarket Solution Co. Ltd	None	None	None	None
Chief Executive Vice President	Republic of China	Wang, Cheng- Hsien	Male	2014.1.1	43,000	0.01%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies Corp. Executive Vice President of Base Maintenance Division (Education) National Central University EMBA	None	None	None	None	None
Finance Department Executive Vice President (Financial/Accounting/ Corporate Governance Officer)	Republic of China	Chen, Chi- Ming	Male	2014.1.1	0	0.00%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies Corp. Vice President of Finance Department (Education) B.A. in Department of Public Finance at National Chengchi University.	Supervisor of Spirit Evergreen Aftermarket Solution Co., Ltd. Supervisor of Ever Superior Technologies Corporation	None	None	None	None
Business co- ordination Division Executive Vice President	Malaysia	Chong, Kin Hung	Male	2006.1.1	0	0.00%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies Corp. Vice President of Maintenance Control Department of Base Maintenance Division (Education) Ph.D. in thermodynamics, University of Cambridge, UK	None	None	None	None	None

Position (Note 1)	Nationality	Name	Gender	Date of inauguration	Shareholding		Shareholding of spouse and minor children		Shares held by through nominees		Education and experience (Note 2)	Concurrent positions in other companies	Spouses or relatives of the second-degree or closer acting as managers			Remarks (Note 3)
					Shares	Shareholding percentage	Shares	Shareholding percentage	Shares	Shareholding percentage			Position	Name	Relation	
Base Maintenance Division Executive Vice President	Republic of China	Hwang, Cheng-Hui	Male	2014.7.1	3,000	0.00%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies Corp. Vice President of Base Maintenance Division (Education) National Cheng Kung University Bachelor's degree from Department of Aeronautics and Astronautics	None	None	None	None	None
Supply Division Executive Vice President	Republic of China	Lin, Jiunn- Liang	Male	2008.1.1	0	0.00%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies Corp. Vice President of Supply Department of Supply Division (Education) National Cheng Kung University Bachelor's degree from Department of Aeronautics and Astronautics	None	None	None	None	None
Business Co- ordination Division Vice President	Republic of China	Chen, Hsing-Yi	Male	2008.1.1	14,000	0.00%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies Corp. Vice President of Structure Assembly Department of Aircraft Modification Division (Education) National Cheng Kung University Master's degree from Department of Aeronautics and Astronautics	None	None	None	None	None
Occupational Safety and Health Division Vice President	Republic of China	Lin, Yuan-Pin	Male	2008.1.1	0	0.00%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies Corp. Vice President of Line Maintenance Department of Line Maintenance Division (Education) University of Leceister MBA	None	None	None	None	None

Position (Note 1)	Nationality	Name	Gender	Date of inauguration	Shareholding		Shareholding of spouse and minor children		Shares held by through nominees		Education and experience (Note 2)	Concurrent positions in other companies	Spouses or relatives of the second-degree or closer acting as managers			Remarks (Note 3)
					Shares	Shareholding percentage	Shares	Shareholding percentage	Shares	Shareholding percentage			Position	Name	Relation	
Auditing Division Vice President (Chief Auditor)	Republic of China	Lin, Chia- Chen	Female	2022.1.1	29,000	0.01%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies Corp. Manager of Auditing Division (Education) Bachelor's degree Department of Accounting at Feng Chia University	None	None	None	None	None
Human Resources Division Vice President	Republic of China	Chien, Ming-Ho	Male	2012.1.1	0	0.00%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies Corp. Vice President of Human Resources Division (Education) B.A. in Department of Political Science at Chinse Culture University	None	None	None	None	None
Computer Department Vice President	Republic of China	Chen, Ming- Trong	Male	2018.1.1	29,000	0.01%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies Corp. Manager of Computer Department (Education) B.A. in Department of Information Engineering and Computer Science of Feng Chia University	None	None	None	None	None
Quality Assurance Department Vice President	Republic of China	Chien, Hsien-Jung	Male	2020.1.1	0	0.00%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies Corp. Vice President of Base Maintenance Department of Base Maintenance Division (Education) National Taiwan Ocean University Bachelor's degree from Department of Marine Engineering	None	None	None	None	None

Position (Note 1)	Nationality	Name	Gender	Date of inauguration	Shareholding		Shareholding of spouse and minor children		Shares held by through nominees		Education and experience (Note 2)	Concurrent positions in other companies	Spouses or relatives of the second-degree or closer acting as managers			Remarks (Note 3)
					Shares	Shareholding percentage	Shares	Shareholding percentage	Shares	Shareholding percentage			Position	Name	Relation	
Training Department Vice President	Republic of China	Lin, Wen- Chi	Male	2023.1.1	7,000	0.00%	0	0.00%	0	0.00%	Line Maintenance Division Cabin and Cargo Maintenance Department Vice President (Education) Bachelor's degree from department of Aerospace and Systems Engineering of Feng Chia University	None	None	None	None	None
Base Maintenance Division Base Maintenance Department 1 Vice President	Republic of China	Wang, Ko- Ming	Male	2022.1.1	0	0.00%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies Corp. Manager of Base Maintenance Department of Base Maintenance Division (Education) Bachelor's degree from Department of Mechanical Engineering at NTUST	None	None	None	None	None
Base Maintenance Division Base Maintenance Department II Vice President	Republic of China	WANG, CHIH-SHU	Male	2026.1.1	2000	0.00%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies Corp. Manager of Base Maintenance Department of Base Maintenance Division (Education) Bachelor's degree from <b>Department of Electrical Engineering,</b> Chung Yuan Christian University	None	None	None	None	None
Base Maintenance Division Aircraft Avionic Maintenance Dept Vice President	Republic of China	HSU, CHIH- PING	Male	2020.1.1	0	0.00%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies Corp. Vice President of Supply Div Component Maintenance Dept	None	None	None	None	None

Position (Note 1)	Nationality	Name	Gender	Date of inauguration	Shareholding		Shareholding of spouse and minor children		Shares held by through nominees		Education and experience (Note 2)	Concurrent positions in other companies	Spouses or relatives of the second-degree or closer acting as managers			Remarks (Note 3)
					Shares	Shareholding percentage	Shares	Shareholding percentage	Shares	Shareholding percentage			Position	Name	Relation	
Base Maintenance Division Maintenance Control Department Vice President	Republic of China	Yang, Yung- Hsiang	Male	2022.1.1	10,000	0.00%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies Corp. Vice President of Maintenance Control Department of Base Maintenance Division (Education) Bachelor's degree from department of Mechanical Engineering at National Yunlin University of Science and Technology	None	None	None	None	None
Base Maintenance Division Facility & Equipment Control Department Vice President	Republic of China	Lin, Chang- Hsien	Male	2024.7.1	0	0.00%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies Corp. Manager of Supply Department of Supply Division (Education) Bachelor's degree from Department of Electronic and Computer Engineering at NTUST	None	None	None	None	None
Aircraft Modification Division Structure Repair Department Assistant Vice President	Republic of China	Chen, Ren-Ji	Male	2022.1.1	2,000	0.00%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies Corp. Manager of Structure Repair Department of Aircraft Modification Division (Education) Bachelor's degree from department of Engineering Science and Ocean Engineering at NTU	None	None	None	None	None

Position (Note 1)	Nationality	Name	Gender	Date of inauguration	Shareholding		Shareholding of spouse and minor children		Shares held by through nominees		Education and experience (Note 2)	Concurrent positions in other companies	Spouses or relatives of the second-degree or closer acting as managers			Remarks (Note 3)
					Shares	Shareholding percentage	Shares	Shareholding percentage	Shares	Shareholding percentage			Position	Name	Relation	
Aircraft Modification Division Structure Assembly Department Vice President	Republic of China	Jong, Ming- Chiang	Male	2019.1.1	0	0.00%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies Corp. Vice President of Storage Control Department of Supply Division (Education) Department of Naval Architecture and Ocean Engineering at National Kaohsiung University of Science and Technology	None	None	None	None	None
Aircraft Modification Division Airframe Interior Maintenance Department Vice President	Republic of China	Cheng, Chwan- Tzong	Male	2013.1.1	0	0.00%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies Corp. Vice President of Facility & Equipment Control Department of Base Maintenance Division (Education) B.A. in Department of Marine Engineering at National Taiwan Ocean University	None	None	None	None	None
Line Maintenance Division Line Maintenance Department Vice President	Republic of China	Tzeng, Jiann- Cherng	Male	2015.1.1	3,000	0.00%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies Corp. Vice President of Storage Control Department of Supply Division (Education) Department of Electrical Engineering at Hwa Hsia University of Technology	None	None	None	None	None
Line Maintenance Division Line Maintenance Department Vice President	Republic of China	CHANG, TENG-HSUN	Male	2026.1.1	0	0.00%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies Corp. Manager of Line Maintenance Department of Line Maintenance Division (Education) National Kaohsiung Institute of Technology	None	None	None	None	None

Position (Note 1)	Nationality	Name	Gender	Date of inauguration	Shareholding		Shareholding of spouse and minor children		Shares held by through nominees		Education and experience (Note 2)	Concurrent positions in other companies	Spouses or relatives of the second-degree or closer acting as managers			Remarks (Note 3)
					Shares	Shareholding percentage	Shares	Shareholding percentage	Shares	Shareholding percentage			Position	Name	Relation	
Line Maintenance Division Cabin & Cargo Maintenance Department Vice President	Republic of China	LIU, SHIH- PIN	Male	2026.1.1	0	0.00%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies Corp. Manager of Maintenance Control Department of Base Maintenance Division (Education) National Pingtung Institute of Agriculture	None	None	None	None	None
Line Maintenance Division TSA Maintenance Depart ment Vice President	Republic of China	Tsay, Jiann- Pyng	Male	2024.1.1	0	0.00%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies Corp. Manager of TSA Maintenance Department of Line Maintenance Division (Education) Bachelor's degree from Department of Electronic Engineering at Feng-Chia University	None	None	None	None	None
Supply Divison Procurement Department Vice President	Republic of China	Li, Wen-Tsai	Male	2024.1.1	0	0.00%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies Corp. Manager of Procurement Department of Supply Division (Education) Bachelor's degree from Department of Business Administration of Soochow University	None	None	None	None	None
Supply Divison Powerplant Maintenance Department Vice President	Republic of China	GAU, NAE- CHYANG	Male	2026.1.1	0	0.00%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies Corp. Manager of Powerplant Maintenance department (Education)					

Position (Note 1)	Nationality	Name	Gender	Date of inauguration	Shareholding		Shareholding of spouse and minor children		Shares held by through nominees		Education and experience (Note 2)	Concurrent positions in other companies	Spouses or relatives of the second-degree or closer acting as managers			Remarks (Note 3)
					Shares	Shareholding percentage	Shares	Shareholding percentage	Shares	Shareholding percentage			Position	Name	Relation	
Supply Division Component Maintenance Department Vice President	Republic of China	Liu, Yung- Pin	Male	2018.1.1	0	0.00%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies Corp. Vice President of Base Maintenance Department of Base Maintenance Division (Education) Bachelor's degree from the Department of Electronic and Computer Engineering at NTUST	None	None	None	None	None
Manufacturing Division Technologies Development Department Vice President	Republic of China	Lin, Ren- Kwo	Male	2024.1.1	0	0.00%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies Corp. Vice President of Production Control Department of Manufacturing Division (Education) Master degree from department of Mechanical Engineering, National Central University	None	None	None	None	None
Manufacturing Division Production Control Department Vice President	Republic of China	Tsai, Nai- Ching	Male	2022.1.1	8,000	0.01%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies Corp. Vice President of Technologies Development Department of Manufacturing Division (Education) Bachelor's degree from Department of Industrial Engineering and Management of Yuan Ze University	None	None	None	None	None

Position (Note 1)	Nationality	Name	Gender	Date of inauguration	Shareholding		Shareholding of spouse and minor children		Shares held by through nominees		Education and experience (Note 2)	Concurrent positions in other companies	Spouses or relatives of the second-degree or closer acting as managers			Remarks (Note 3)
					Shares	Shareholding percentage	Shares	Shareholding percentage	Shares	Shareholding percentage			Position	Name	Relation	
Manufacturing Division Special Process Department Vice President	Republic of China	Hung, Hsien- Hsiang	Male	2023.1.1	0	0.00%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies Corp. Vice President of Manufacturing Department of Manufacturing Division (Education) Bachelor's degree from Department of Mechanical Engineering at Feng Chia University	None	None	None	None	None
Manufacturing Division Quality Assurance Department Vice President	Republic of China	Chiu, Der- Chih	Male	2019.3.1	1,000	0.00%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies Corp. Vice President of Manufacturing Department (Education) Department of Mechanical Engineering and Design at Minghsin University of Science and Technology	None	None	None	None	None
Manufacturing Division Unmanned Vehicle Department Vice President	Republic of China	Hwang, Feng-Chao	Male	2017.1.1	35,000	0.01%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies Corp. Vice President of Line Maintenance Department of Line Maintenance Division (Education) Bachelor's degree from Department of Electrical Engineering at NTUST	None	None	None	None	None

Note 1: Shall include the information on the President, Executive Vice President, Vice President and Heads of various departments and branches, and those whose positions are equivalent to the president, executive vice presidents or vice presidents shall also be disclosed, regardless of the position name.

Note 2: Previous experience related to the current position. If the person in the most recent year has held a position at a CPA firm of a CPA or an affiliated company, please state the position name and the tasks the person is responsible for.

Note 3: In the event that the Company's Chairman and president or a position of the same level (top-level managerial officer) are the same person, spouse or a first-degree relative, relevant information such as the reasons, rationality, necessity and future improvement measures must be disclosed (such as adding the seat number of independent directors, and over half of the directors do not take concurrent positions as employees or managers).

## II. Remuneration paid to Directors, President, and Vice Presidents in the latest year

### (I) Remuneration to general directors and independent directors

2025; Unit: NT\$ thousand

Position	Name	Directors' Compensation								Sum of A, B, C, and D as a percentage of net income after tax (Note 8)		Compensation Received as an Employee								Sum of A, B, C, D, E, F, and G as a percentage of net income (Note 8)		Compensation from the parent company or business investments other than subsidiaries (Note 9)
		Base compensation (A) (Note 2)		Retirement pay and pensions (B)		Compensation to directors (C) (Note 3)		Expenses and perquisites (D) (Note 4)				Base compensation, bonuses, and special disbursements (E) (Note 5)		Retirement pay and pensions (F)		Employee profit-sharing compensation (G) (Note 6)						
		The Company	All companies included in the financial statements (Note 7)	The Company	All companies included in the financial statements (Note 7)	The Company	All companies included in the financial statements (Note 7)	The Company	All companies included in the financial statements (Note 7)	The Company	All companies included in the financial statements (Note 7)	The Company	All companies included in the financial statements (Note 7)	The Company	All companies included in the financial statements (Note 7)	The Company	All companies included in the financial statements (Note 7)	The Company	All companies included in the financial statements (Note 7)	The Company	All companies included in the financial statements (Note 7)	
Chairman	EVA Airways Corporation Representative: Huang, Nan-Horang	6,936	6,936	-	-	2,000	2,000	60	66	9,002/ 0.44%	9,002/ 0.44%	-	-	-	-	-	-	-	-	9,002/ 0.44%	9,002/ 0.44%	None
Director	EVA Airways Corporation Representative: Lin, Bou-Shiu	-	-	-	-	1,000	1,000	42	42	1,042/ 0.05%	1,042/ 0.05%	-	-	-	-	-	-	-	-	1,042/ 0.06%	1,042/ 0.06%	12,954
Director	EVA Airways Corporation Representative: Sun, Chia-Ming	-	-	-	-	1,000	1,000	36	36	1,036/ 0.06%	1,036/ 0.06%	-	-	-	-	-	-	-	-	1,036/ 0.05%	1,036/ 0.05%	9,367
Director	UNI Airways Corporation Representative: Cheng, Ching-Fen					405	405	12	12	417/ 0.02%	417/ 0.02%									417/ 0.02%	417/ 0.02%	None
Director	UNI Airways Corporation Representative: Yeh, Jia-Chyuan					405	405	18	18	423/ 0.02%	423/ 0.02%									423/ 0.02%	423/ 0.02%	None
Director	Shun An Enterprise Corporation Representative: Chen, Cheng-Pang					405	405	18	18	423/ 0.02%	423/ 0.02%									423/ 0.02%	423/ 0.02%	None
Director	UNI Airways Corporation Representative: Ko, Lee-Ching					595	595	24	24	619/ 0.03%	619/ 0.03%									619/ 0.03%	619/ 0.03%	1,536
Director	UNI Airways Corporation Representative: Tsai, Ta-Wei					595	595	24	24	619/ 0.03%	619/ 0.03%									619/ 0.03%	619/ 0.03%	5,702
Director	EVA Airways Corporation Representative: Shieh, Shin-Wen					595	595	36	36	631/ 0.03%	631/ 0.03%	4,840	4,840	1,713	1,713	86		86		7,270/ 0.36%	7,270/ 0.36%	None
Independent Director	Hsu, Miao-Chiu	1,280	1,280	-	-	-	-	120	120	1,400/ 0.07%	1,400/ 0.07%	-	-	-	-	-	-	-	-	1,400/ 0.07%	1,400/ 0.07%	None
Independent Director	Teng, Yean-Sen	1,280	1,280	-	-	-	-	120	120	1,400/ 0.07%	1,400/ 0.07%	-	-	-	-	-	-	-	-	1,400/ 0.07%	1,400/ 0.07%	None
Independent Director	Chou, Yon-Chun	1,280	1,280	-	-	-	-	120	120	1,400/ 0.07%	1,400/ 0.07%	-	-	-	-	-	-	-	-	1,400/ 0.07%	1,400/ 0.07%	None

- Please state the policy, system, standard and structure of remuneration payments to independent directors, and describe the relationship between the responsibility, risk, time committed to the organization and other factors and the amount of remuneration to them.
  - According to the "Payment Regulation of Directors", independent directors receive a monthly salary and also receive an attendance fee for each board meeting they attend. In addition, independent directors who also serve as members of functional committee (Audit Committee, Remuneration Committee and Sustainability Committee) receive an additional attendance fee for each committee meeting they attend.  
In addition, the Company may consider the results of the performance evaluation of the Board of Directors as a reference for determining the remuneration of independent directors.
  - The Company regularly reviews the payment standard and structure of independent directors' remuneration based on factors such as the Company's operating performance, future operational risks, and their participation in and contribution to the Company's operations. Revisions are made when necessary.
- Other than what was disclosed in the above table, compensation received by directors for providing services to all companies included in the financial statements in the most recent year: None.

Note 1: The names of directors should be separately listed (corporate shareholders should have the names and representatives listed separately), and the payment to each director and independent director should be summarized and disclosed. If a director takes a concurrent position as the president or vice president, please fill out this Table and (3) below.

Note 2: Refers to the remuneration of directors in the most recent year (including the salary, differential pay for the job, severance pay, various rewards, bonuses and others).

Note 3: Fill in the remuneration amount allocated to directors approved by the board meeting in the most recent year.

Note 4: Refers to the related business implementation expenses of directors in the most recent years (including transportation, special disbursement, various allowance, housing, cars and other tangibles). In the case of the provision of housing, cars and other forms of transportation or personal expenditure, disclose the nature and cost of the assets provided and the rent, gasoline and other payments paid at the actual or the fair market price. If a driver is assigned to the executive, please note the Company's payment to the driver, which is not included in the remuneration here.

Note 5: Refers to the salary, differential pay for the job, severance pay, various rewards, bonuses, transportation, special disbursement, various allowances, housing, cars and other tangibles for the directors taking concurrent positions as employees (including as the President, Vice President, other department managers or employees). In the case of the provision of housing, cars and other forms of transportation or personal expenditure, disclose the nature and cost of the assets provided and the rent, gasoline and other payments paid at the actual or the fair market price. If a driver is assigned to the executive, please note the Company's payment to the driver, which is not included in the remuneration here. The salary expenses recognized in accordance with IFRS 2 Share-based Payment, including obtaining employee stock options, restricted stock awards, and participation in new share issuance through cash capital increase, should be included in the remuneration.

Note 6: Refers to those directors taking concurrent positions as employees (including as the president, vice presidents, other managerial officers or employees) and receiving employee compensation (including stocks and cash) in the most recent year, to whom the allocated employee compensation approved by the board shall be disclosed. If the amount cannot be estimated, calculate the amount for this year based on the actual allocated amount last year and then fill out Table (4).

Note 7: The total amount of remunerations paid to directors of the Company by all companies (including the Company) shall be disclosed in the consolidated report.

Note 8: Net income after tax refers to the net income after tax of the parent company-only or individual financial statements for the most recent year.

Note 9:

- a. This field should clearly state the amount of remuneration paid to directors from non-consolidated affiliates or the parent company. (Please fill in "None", if there is none).
- b. If a director of the Company receives remuneration from non-consolidated affiliates or the parent company, the amount shall be included in Field I of the appropriate range grade, and the field name should be changed to "Parent company and all non-consolidated affiliates".
- c. Remunerations refer to remuneration, compensation (including employee, director and supervisor compensation) and allowance for business operations received by the directors of the Company who serve as directors, supervisors or managing executives of the other non-consolidated affiliates that are not subsidiaries or the parent company.

◆ This table is for information disclosure purposes only and is not intended to be used for tax purposes, as the remuneration disclosed in this table differs from the concept of income under the Income Tax Act.

## (II) Remuneration to President and Executive Vice Presidents

2025; Unit: NT\$ thousand

Position	Name	Salary (A) (Note 1)		Retirement pay and pensions (B)		Bonuses, and Allowances (C) (Note 2)		Employee remuneration (D) (Note 3)				Sum of A, B, C and D as a percentage of net income (%) (Note 5)		Compensation from the parent company or business investments other than subsidiaries (Note 6)
		The Company	All companies included in the financial statements (Note 4)	The Company	All companies included in the financial statements (Note 4)	The Company	All companies included in the financial statements (Note 4)	The Company		All companies included in the financial statements (Note 4)		The Company	All companies included in the financial statements	
								Amount paid in cash	Amount paid in shares	Amount paid in cash	Amount paid in shares			
President	Shieh, Shin-Wen	3,456	3,456	1,713	1,713	1,384	1,384	86	0	86	0	6,639/ 0.32%	6,639/ 0.32%	None
Chief Executive Vice President	Wang, Cheng-Hsien	3,311	3,311	62	62	1,326	1,326	212	0	212	0	4,911/ 0.24%	4,911/ 0.24%	None
Executive Vice President	Chong, Kin Hung	3,025	3,025	60	60	1,421	1,421	211	0	211	0	4,717/ 0.23%	4,717/ 0.23%	None
Executive Vice President	Lin, Jiunn-Liang	3,042	3,042	108	108	1,264	1,264	202	0	202	0	4,616/ 0.23%	4,616/ 0.23%	None
Executive Vice President	Hwang, Cheng-Hui	2,971	2,971	57	57	1,248	1,248	199	0	199	0	4,475/ 0.22%	4,475/ 0.22%	None
Executive Vice President	Liu, Wen-Chang Date of resignation 2025.12.31	2,925	2,925	55	55	1,196	1,196	200	0	200	0	4,376/ 0.21%	4,376/ 0.21%	None
Executive Vice President	Hung, Shih-Chung Date of resignation 2025.12.31	3,078	3,078	58	58	1,264	1,264	0	0	0	0	4,400/ 0.22%	4,400/ 0.22%	None

- Note 1: Refers to the salary, differential pay for the job and severance of the president and vice president in the most recent year.
- Note 2: Refers to the various rewards, bonuses, transportation, special disbursement, various allowances, housing, cars and other tangibles and other remunerations of the president and vice president in the most recent year. In the case of the provision of housing, cars and other forms of transportation or personal expenditure, disclose the nature and cost of the assets provided and the rent, gasoline and other payments paid at the actual or the fair market price. If a driver is assigned to the executive, please note the Company's payment to the driver, which is not included in the remuneration here. The salary expenses recognized in accordance with IFRS 2 Share-based Payment, including obtaining employee stock options, restricted stock awards, and participation in new share issuance through cash capital increase, should be included in the remuneration.
- Note 3: Refers to the employee remuneration (including stocks and cash), approved by the board, to be allocated to the president and vice president in the most recent year. If the amount cannot be estimated, calculate the amount for this year based on the actual allocated amount last year and then fill out Table (1-3) below.
- Note 4: The total amount of remunerations paid to the president and vice president of the Company by all companies (including the Company) shall be disclosed in the consolidated report.
- Note 5: The net income after tax refers to the number in the individual financial reports.
- Note 6:
- a. This field should clearly state the amount of remuneration paid to the president and vice president from non-consolidated affiliates or the parent company. (Please fill in "None", if there is none).
  - b. If the president or vice president of the Company receives remuneration from non-consolidated affiliates or the parent company, the amount shall be included in Field E of the appropriate grade range, and the field name should be changed to "The parent company and all non-consolidated affiliates".
  - c. Remunerations refer to remuneration, compensation (including employee, director and supervisor compensation) and allowance for business operations received by the president and vice president of the Company who serve as directors, supervisors or managing executives of the other non-consolidated affiliates that are not subsidiaries or the parent company.
- ◆ This table is for information disclosure purposes only and is not intended to be used for tax purposes, as the remuneration disclosed in this table differs from the concept of income under the Income Tax Act.

## (III) Names of managers who are given employee compensation and the status of distribution

2025; Unit: NT\$ thousand

	Position	Name	Amount paid in shares	Amount paid in cash	Total	As a % of net income after tax
Manager	President	Shieh, Shin-Wen	-	4,987	4,987	0.24%
	Chief Executive Vice President	Wang, Cheng-Hsien				
	Executive Vice President	Chong, Kin Hung				
	Executive Vice President	Hwang, Cheng-Hui				
	Executive Vice President	Liu, Wen-Chang				
	Executive Vice President	Lin, Jiunn-Liang				
	Vice President	Chen, Hsing-Yi				
	Vice President	Lin, Yuan-Pin				
	Vice President (Chief Auditor)	Lin, Chia-Chen				
	Vice President (Financial/Accounting/ Corporate Governance Officer)	Chen, Chi-Ming				
	Vice President	Chien, Ming-Ho				
	Vice President	Chen, Ming-Trong				
	Vice President	Chien, Hsien-Jung				
	Vice President	Lin, Wen-Ji				
	Vice President	Wang, Ko-Ming				
	Vice President	Hsu, Chih-Ping				
	Vice President	Yang, Yung-Hsiang				
	Vice President	Lin, Chang-Hsien				
	Vice President	Chen, Ren-Ji				
	Vice President	Jong, Ming-Chiang				
	Vice President	Cheng, Chwan-Tzong				
	Vice President	Tzeng, Jiann-Cherng				
	Vice President	Tsay, Jiann-Pyng				
	Vice President	Li, Wen-Tsai				
	Vice President	Liu, Yung-Pin				
	Vice President	Lin, Ren-Kwo				
Vice President	Tsai, Nai-Ching					
Vice President	Hung, Hsien-Hsiang					
Vice President	Chiu, Der-Chih					
Vice President	Hwang, Feng-Chao					

Note 1: Names and titles can be disclosed separately and the profit distribution can be summarized in an aggregated amount.

Note 2: Refers to the employee remuneration (including stocks and cash), approved by the board, to be allocated to the managerial officers in the most recent year. If the amount cannot be estimated, calculate the amount for this year based on the actual allocated amount last year. Net income after tax refers to the net income of the most recent fiscal year. If IFRS has been adopted, net income after tax refers to the net income after tax of standalone or individual financial reports in the most recent year.

Note 3: The applicability for managerial officers is based on Document No. 0920001301 of Tai-Cai-Zheng-San-Zi announced by the Financial Supervisory Commission on March 27, 2003.

(1) President and the equivalent position levels.

(2) Executive Vice presidents and the equivalent position levels.

(3) Vice President and the equivalent position levels.

(4) Head of the Finance Department.

(5) Head of the Accounting Department.

(6) Other people who manage matters for and sign on behalf of the Company.

Note 4: For the directors, president and vice president who receive employee remuneration (including stocks and cash), this Table will be to be filled out in addition to Tables (1) and (2).

(IV) Analysis of the ratio taken by the gross total of profit sharing from earnings paid by the Company and all firms disclosed in the consolidated financial statements to the directors, supervisors, presidents and vice president of the Company to the net earnings after tax over the past two years, including a description of the policies, criteria and composition of profit sharing from earnings; the procedures to determine profit sharing from earnings, and their interrelations with business performance and future risks.

1. Analysis of the total remuneration paid, as a percentage of net income, to directors of the board, supervisors, the president and executive vice president during the most recent two years:

Position	The Company		All companies included in the financial statements	
	2024	2025	2024	2025
Director	0.89%	0.9%	0.85%	0.9%
President and Executive Vice President	2.03%	1.59%	2.03%	1.59%

2. The remuneration policies, standards and packages, the procedures for determining remuneration and their relationship to the Company’s operating performance and future risks:

(I) Director

According to the “Articles of Incorporation” and the “Payment Regulation of Directors”, the director’s payment includes remuneration, compensation, allowances, and severance.

The remuneration of directors is authorized to be determined by the Board of Directors based on their degree of participation in and contribution to the Company’s operations, with reference to the prevailing industry standards. If the Company is profitable for the year, no more than 2% of the profit is appropriated as directors’ remuneration, which is to be distributed among directors within the total allocated amount, excluding independent directors from such distribution. In addition, directors shall receive an attendance fee for each board meeting they attend. Directors who also serve as members of functional committees shall receive an additional attendance fee for each committee meeting they attend.

The aforementioned directors’ participation in and contribution to the Company’s operations are determined based on the results of performance appraisal of individual directors and the Board of Directors as a whole (including but not limited to directors’ attendance rate, continuing education, participation in operations, interaction with the management team, promotion of sustainable development, implementation of corporate governance, etc.).

The remuneration of directors shall be reviewed by the Company’s Remuneration Committee and approved by the Board of Directors.

## (II) Manager

In accordance with the Company's Articles of Incorporation, if the Company makes a profit in a year, no less than one percent of the profit shall be set aside as employee profit-sharing remuneration. Remuneration for managerial officers shall be governed by the regulations governing the remuneration of Company's managerial officers, which shall consist of fixed remuneration and variable remuneration, with fixed remuneration containing salary and allowances. Job titles are determined in accordance with the Company's organizational structure, business nature, and job nature. Salary standards for each rank are established with reference to internal and external factors. Various remuneration includes year-end bonuses and employee profit-sharing remuneration. Year-end bonuses for managerial officers is based on performance evaluation, which includes job performance, leadership, responsiveness, creativity, knowledge and experience, planning and cost concepts, etc. Salary adjustments and bonus amounts are reviewed by the Remuneration Committee of the Company and submitted to the Board of Directors for approval.

## III. Implementation of Corporate Governance

### (I) Operation of the Board of Directors

From January 1, 2025 to May 29, 2025 before the election at the Annual General Shareholders' meeting, a total of 3 meetings (A) were held. From May 29, 2025 after the election at the Annual General Shareholders' meeting to December 31, 2025, a total of 4 meetings (A) were held. The attendance of directors was as follows:

Position	Name (Note 1)	Number of In-person Attendance (B)	Number of Proxy Attendance	In-person Attendance Rate (%) (B/A) (Note 2)	Remarks
The 11th Board of Directors (After the election at the Annual General Shareholders' Meeting on May 29, 2025)					
Chairman	EVA Airways Corporation Representative: Huang, Nan-Horang	4	0	100	Re-elected Election Date: 2025.05.29 Number of Attendance Required: 4
Director	UNI Airways Corporation Representative: Ko, Lee-Ching	4	0	100	Newly elected Election Date: 2025.05.29 Number of Attendance Required: 4
Director	EVA Airways Corporation Representative: Lin, Bou-Shiu	4	0	100	Re-elected Election Date: 2025.05.29 Number of Attendance Required: 4
Director	EVA Airways Corporation Representative: Sun, Chia-Ming	3	1	75	Number of Attendance Required: 4

Position	Name (Note 1)	Number of In- person Attendance (B)	Number of Proxy Attendance	In-person Attendance Rate (%) (B/A) (Note 2)	Remarks
Director	EVA Airways Corporation Representative: Shieh, Shin-Wen	4	0	100	Newly elected Election Date: 2025.05.29 Number of Attendance Required: 4
Director	UNI Airways Corporation Representative: Tsai, Ta-Wei	4	0	100	
Independent director	Hsu, Miao-Chiu	4	0	100	Re-elected Election Date: 2025.05.29 Number of Attendance Required: 4
Independent director	Teng, Yean-Sen	4	0	100	
Independent director	Chou, Yon-Chun	4	0	100	
The 10th Board of Directors (Before the election at the Annual General Shareholders' Meeting on May 29, 2025)					
Chairman	EVA Airways Corporation Representative: Huang, Nan-Horang	3	0	100	Number of Attendance Required: 3 Number of Attendance Required: 3
Director	EVA Airways Corporation Representative: Lin, Bou-Shiu	3	0	100	
Director	EVA Airways Corporation Representative: Sun, Chia-Ming	3	0	100	
Director	UNI Airways Corporation Representative: Cheng, Ching-Fen	2	1	66.67	Dismissal Date: 2025.05.29 Number of Attendance Required: 3
Director	UNI Airways Corporation Representative: Yeh, Jia-Chyuan	3	0	100	
Director	Shun An Enterprise Corporation Representative: Chen, Cheng-Pang	3	0	100	
Independent director	Hsu, Miao-Chiu	3	0	100	Number of Attendance Required: 3
Independent director	Teng, Yean-Sen	3	0	100	
Independent director	Chou, Yon-Chun	3	0	100	
Other information required to be disclosed:					
I. If any of the following circumstances exists, specify the board meeting date, meeting session number, content of the motion(s), the opinions of all the independent directors, and the measures taken by the Company based on the opinions of the independent directors:					
(1) Any matter under Article 14-3 of the Securities and Exchange Act: The Company has established an Audit					

Committee, and Article 14-3 of the Securities and Exchange Act does not apply. For the explanation of the matters listed in Article 14-5 of the Securities and Exchange Act, please refer to the information on pp. 83-91 (major resolutions of the Board of Directors and the Functional Committees).

(II) In addition to the matters referred to above, any dissenting or qualified opinion of an independent director that is on record or stated in writing with respect to any board resolution: None.

II. The status of implementation of recusals of directors with respect to any motions with which they may have a conflict of interest: specify the director's name, the content of the motion, the cause for recusal, and whether and how the director voted: Please refer to pp. 83-91 for details (major resolutions of the Board of Directors and the Functional Committees).

III. Implementation status of self-evaluation of the Board of Directors:

Evaluation cycle (Note 1)	Once a year
Evaluation Period (Note 2)	January 1, 2025 to December 31, 2025, and the evaluation results were reported to the board meeting on March 11, 2026. (The evaluation period for the directors newly elected at the 2025 Annual Shareholders' Meeting is from May 29, 2025 to December 31, 2025.)
Evaluation Scope (Note 3)	The Board, the Board members and the functional committees.
Evaluation Method (Note 4)	Internal self-evaluation of the Board, the Board members, the functional committees (Audit Committee, Remuneration Committee and Sustainability Committee) were conducted through the completion of questionnaire by Directors and functional committee members.
Evaluation Indexes (Note 5)	<p>1. Self-evaluation of performance of the Board: The overall performance evaluation of the Board of Directors is conducted by each director, and includes 6 items such as Participation in the operation of the Company, Quality of the Board of Directors' decision making, Composition and structure of the Board of Directors, Election and continuing education of the directors, Implementation of sustainable management (ESG) and Internal control.</p> <p>2. Self-evaluation of performance of Board members: The self-performance evaluation is conducted by each director, and includes 6 items such as Alignment of goals and missions of the Company, Awareness of the duties of a director, Participation in the operation of the Company, Management of internal relationship and communication, Director's professionalism and continuing education, and Internal control.</p> <p>3. Self-evaluation of performance of the functional committees (Audit Committee, Remuneration Committee and Sustainability Committee): The performance evaluation of the functional committees is conducted by each functional committee member, and includes 5 items such as Participation in the operation of the Company, Awareness of the duties of the committee, Quality of decisions made by the committee, Composition of the committee and election of its members, and Internal control.</p>
Evaluation Results (Full score 5)	<p>1. Self-evaluation of performance of the Board: Excellent, the average score is 4.99.</p> <p>2. Self-evaluation of performance of Board members: Excellent, the average score is 5.00.</p> <p>3. Self-evaluation of performance of the Audit Committee: Excellent, the average score is 5.00.</p> <p>4. Self-evaluation of performance of the Remuneration Committee: Excellent, the average score is 5.00.</p> <p>5. Self-evaluation of performance of the Sustainability Committee: Excellent, the average score is 5.00.</p>

Note 1: Fill in the cycle on which the board evaluations are performed, for example: performed once per year.

Note 2: Fill in the period covered by the board evaluation, for example: An evaluation was performed of the performance of the board of directors from 1 January 2025 to 31 December 2025.

Note 3: The scope of the evaluation should cover the performance of the board as a whole, the individual directors, and the functional committees.

Note 4: The performance evaluation methods may include internal evaluation by the board, self-evaluations by individual board members, peer evaluations by board members, evaluations external organizations or experts engaged for that purpose, or other suitable method.

Note 5: The evaluation content shall include at least the following based on the scope of the evaluation:

- (1) Evaluation of the performance of the board should include at least the following: degree of the board's participation in the operation of the company; the quality of the board's decision making; composition and structure of the board; election and continuing education of the directors; internal control.
- (2) Evaluation of the performance of individual directors should include at least the following: familiarity with the goals and missions of the company; awareness of the duties of a director; participation in the operation of the company; management of internal relationships and communication; the director's professionalism and continuing education; internal control.
- (3) Evaluation of the performance of the functional committees: degree of participation in the operation of the company; awareness of the duties of the functional committee; quality of decisions made by the functional committee; makeup of the functional committee and election of its members; internal control.

IV. Give an evaluation of the targets that were adopted for strengthening of the functions of the board during the current and immediately preceding fiscal years (e.g., establishing an audit committee, increasing information transparency, etc.) and the measures taken toward achievement thereof:

- (I) The Company was ranked in the range of 36% to 50% of all listed companies of the 12th Corporate Governance Evaluation, which illustrated the Company had good performance during operation.
- (II) The Company has 3 independent directors, and has formulated the "Rules Governing the Duties of Independent Directors" to facilitate the independent directors exercising their authority, and the Company has established an Audit Committee since January 12, 2022 to strengthen the Board of Directors function. The Company also has formulated the "Audit Committee Charter" to specify the authority and rules of procedure of the Audit Committee and the resources to be provided by the Company when the Committee exercises its authority, so as to effectively supervise the implementation of the Company's internal control and the preparation of financial statements.
- (III) In accordance with the provisions of Article 14-6 of the Securities and Exchange Act, the Company has formulated the "Remuneration Committee Charter" to specify the composition, number of members, and authority of the Remuneration Committee. The Remuneration Committee was formed on January 13, 2022. The committee members are composed entirely of independent directors, which aims to help formulate and regularly review the policies, systems, standards, and structure of directors and managerial officers' performance evaluation and remuneration and regularly review and set their salary and remuneration.
- (IV) To fulfill corporate social responsibility and achieve the goal of sustainable operation, the Company has established the Sustainability Committee on November 7, 2023. More than half of the committee members are independent directors. The committee shall assist in reviewing corporate sustainability (including risk management) policies, strategies, goals or management guidelines, corporate sustainability annual plans and other related matters.
- (V) The Company has purchased liability insurance policies for directors, supervisors and key employees to manage legal liability risks of directors and improve the Company's corporate governance capabilities.
- (VI) To enhance the professional ability of directors as well as implement corporate governance, the Company has invited lecturers for directors to attend training courses twice a year. All directors of the Company have completed the 2025 continuing training hours in accordance with "Directions for the Implementation of Continuing Education for Directors of TWSE Listed and TPEX Listed Companies". Please refer to the Company's website and the Market Observation Post System (MOPS) for training information.
- (VII) In order to implement corporate governance, strengthen the functions of the Board of Directors and set performance goals to improve Board of Directors effectiveness, the Company has formulated the "Regulations Governing the Board Performance Evaluation" in accordance with Article 37 of the "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies", which evaluate the performance of board members based on the alignment of the goals and missions of the Company, awareness of the duties of a director, participation in the operation of the Company, management of internal relationship and communication, the director's professionalism and continuing education and internal control.
- (VIII) In order to enhance information transparency, The Company voluntarily publishes major resolutions of the Board of Directors and set up "Corporate Governance Section", "Corporate Sustainability Section"

Note 1: For a director that is a juristic person (corporate entity), disclose the name of the corporate shareholder and the name of its representative.

Note 2:

- a. If any director left office before the end of the fiscal year, specify the date that they left office in the Remarks column. Their in-person attendance rate (%) should be calculated based on the number of board meetings held and the number they attended in person during the period they were in office.
- b. If any by-election for directors was held before the end of the fiscal year, the names of the new and old directors should be filled in the table, with a note stating whether the director left office, was newly serving, or was serving consecutive terms, and the date of the by-election. The in-person attendance rate (%) should be calculated based on the number of board meetings held and the number attended in person during the period of each such person's actual time in office.

## (II) Operation of the Audit Committee

1. The Audit Committee of the Company is composed of three independent directors, whose major duties are to supervise and review the financial reports, accounting and internal control system, the major asset transactions, endorsements and guarantees, and the offering or issuance of securities.
2. Annual Tasks of the Audit Committee in 2025:

### (1) Review financial reports

The Company's annual business report, financial reports, and surplus distribution proposals were all reviewed by the Audit Committee and submitted to the Board for discussion. After being approved by the board meeting, the proposals were presented to the annual general shareholders' meeting for acknowledgement.

In addition, each quarterly financial report was reviewed by the Audit Committee and submitted to the board meeting for discussion.

### (2) Assess the effectiveness of the internal control system

The self-assessment of internal control systems and the implementation of the Company are completed by the internal units. And the audit unit reports the audit results to Audit Committee on a regular basis and submits the amendment of internal control system and internal control system statement to Audit Committee for confirmation. Besides, the Audit Committee and the audit unit have at least 4 closed-door communication meetings every year to enable the Committee to understand the financial status, operational effectiveness, risk management, information security, the compliance with regulations, and to evaluate the effectiveness of internal control system of the Company.

### (3) Appointment the Company's Certified Public Accountants

The Audit Committee annually refers to the Audit Quality Indicators (AQI) and assesses the professional, independence, suitability, and audit quality of CPAs. The proposal of appointing Ms. Chen, Ya-Ling and Mr. Cheng, Po-Jen, the CPAs of KPMG, as the Company's CPAs for 2026 was reviewed by the 3rd meeting of the 2nd Audit Committee and approved by Board Meeting. Besides, CPAs have at least 4 closed-door communication meetings with the Audit Committee every year to

communicate matters related to financial reports.

3. The Audit Committee held 6 (A) meetings in 2025, and the attendance of the committee members was as follows:

Position	Name	Number of In-person Attendance (B)	Number of Proxy Attendance	In-person Attendance Rate (%) (B/A)(Note)	Remarks
Independent director (Convener)	Hsu, Miao-Chiu	6	0	100	Re-elected Election Date: 2025.05.29
Independent director	Teng, Yean-Sen	6	0	100	
Independent director	Chou, Yon-Chun	6	0	100	

Other information required to be disclosed:

I. If any of the following circumstances exists, specify the audit committee meeting date, meeting session number, content of the motion(s), the content of any dissenting or qualified opinion or significant recommendation of the independent directors, the outcomes of audit committee resolutions, and the measures taken by the Company based on the opinions of the audit committee:

(I) Any matter under Article 14-5 of the Securities and Exchange Act: Please refer to pp. 83-91 (major resolutions of the Board of Directors and the Functional Committees).

(II) In addition to the matters referred to above, any matter that was not approved by the audit committee but was approved by a two-thirds or greater majority resolution of the board of directors: None.

II. Implementation of recusals of independent directors with respect to any motions with which they may have a conflict of interest: specify the independent director's name, the content of the motion, the cause for recusal, and whether and how the independent director voted: Please refer to pp. 83-91 (major resolutions of the Board of Directors and the Functional Committees).

III. Communication between the independent directors and the chief internal audit officer and the CPAs that serve as external auditor (including any significant matters communicated about with respect to the state of the company's finances and business and the method(s) and outcomes of the communication.):

(I) Communication with the chief internal audit:

1. Methods of communication

Independent directors and the chief internal auditor hold at least four closed-door meetings a year. In 2025, independent directors and the chief internal auditor have held six closed-door meetings. The chief internal auditor reported on the implementation of the Company's internal audit and operation of internal control.

2. Summary of previous communications in 2025:

No.	Date	Communication Content	The Company's Response
1	03.07 Communication meeting	1. Internal audit implementation key point report for July to December 2024. 2. Chief Auditor discussed and communicated with independent directors on matters inquired by	No opinion.

		independent directors.	
2	03.10 Audit Committee	Internal audit report for October to December 2024.	Reported to the board meeting.
3	05.12 Audit Committee	Internal audit report for January to March 2025.	Reported to the board meeting.
4	08.08 Communication meeting	1. Internal audit implementation key point report for January to June 2025. 2. Chief Auditor discussed and communicated with independent directors on matters inquired by independent directors.	No opinion.
5	08.11 Audit Committee	Internal audit report for April to June 2025.	Reported to the board meeting.
6	11.10 Audit Committee	Internal audit report for July to September 2025.	Reported to the board meeting.

(II) Communication with the CPAs:

1. Methods of communication:

Independent directors and CPAs hold at least four closed-door meetings a year. In case of major abnormal events, meetings can be called at any time. In 2025, independent directors and CPAs have held four closed-door meetings. The CPAs reported to the independent directors on the Company's financial situation and audits, and fully communicated whether there are material adjustment entries or regulator amendments that have a material impact on the Company.

2. Summary of previous communications in 2025:

No.	Date	Communication Content	The Company's Response
1	03.07 Communication meeting	1. CPA's report: 2024 financial reports audit scope and results. 2. CPAs discussed and communicated with independent directors on questions raised by independent directors.	Reported to the board meeting.
2	05.12 Communication meeting	1. CPA's report: Q1 2025 financial reports review scope and results and important regulatory updates. 2. CPAs discussed and communicated with independent directors on questions raised by independent directors.	Reported to the board meeting.
3	08.08 Communication meeting	1. CPA's report: Q2 2025 financial reports review scope and results and important regulatory updates. 2. CPAs discussed and communicated with independent directors on questions raised by independent directors.	Reported to the board meeting.
4	11.10 Communication meeting	1. CPA's report: Q3 2025 financial reports review scope and results, planning of audit of 2026 financial reports. 2. CPAs discussed and communicated with independent directors on questions raised by independent directors.	Reported to the board meeting.

Note:

a.If any of the independent directors has resigned before the end of the year, the date of his/her resignation should be stated in the remarks column. The actual attendance rate (%) should be based on the number of committee meetings held during his/her tenure and the actual number of his/her attendance.

b.If any of the independent directors has been re-elected before the end of the year, both the information of current and former members should be filled in the table, and the status and the re-election date should also be specified in the remarks column. The actual attendance rate (%) should be based on the number of committee meetings held during his/her tenure and the actual number of his/her attendance.

### (III) Operation of the Remuneration Committee

#### 1. Information on the members of the Remuneration Committee

The Remuneration Committee of the Company is composed of three independent directors. Please refer to page 17 for information on their professional qualifications and experience, status independence, and the number of other public companies for which the directors concurrently serve as remuneration committee members.

#### 2. The responsibility of the Remuneration Committee is to make recommendations on the following matters and submit them to the Board of Directors for resolution:

(1) Formulate and regularly review the performance, compensation policies, systems, standards and structure of directors and managers.

(2) Regularly evaluate and formulate the compensation of director and manager.

#### 3. Annual Tasks of the Remuneration Committee in 2025:

(1) The Remuneration Committee reviewed the Company's employees' compensation and directors' remuneration and submitted to the Board of Directors for discussion. After being approved by the Board of Directors, the resolutions were reported to the annual general shareholders' meeting.

(2) The compensation for the Chairman and Independent Directors, the year-end bonuses and the compensation adjustments for the Chairman and managers, attendance fees for board meetings and functional committee meetings, the review of the "Regulations Governing Board Performance Evaluations", the "Payment Regulation of Directors", and amendments to the "Payment Regulation of Managers Compensation", were reviewed by the Remuneration Committee and submitted to the board meeting for resolution.

#### 4. Information on the operation of the Remuneration Committee

(1) Concerning the election at the 2025 Annual General Shareholders' meeting, the Board of Directors appointed the members of 2nd Remuneration Committee on May 29, 2025. The term of office is from May 29, 2025 to May 28, 2028.

(2) The Remuneration Committee held 3 (A) meetings in 2025. Please refer to pp. 80-84 (major resolutions of the Board of Directors and the Functional Committees) for resolutions of the Remuneration Committee, and the attendance of the committee members was as follows:

Position	Name	Number of In-person Attendance(B)	Number of Proxy attendance	In-person Attendance Rate (%) (B/A)(Note)	Remarks
Independent director (Convener)	Teng, Yean-Sen	3	0	100	Re-elected Election Date: 2025.05.29
Independent director	Hsu, Miao-Chiu	3	0	100	
Independent director	Chou, Yon-Chun	3	0	100	
Other information required to be disclosed: I. If the board of directors does not accept, or amends, any recommendation of the remuneration committee, specify the board meeting date, meeting session number, content of the recommendation(s), the outcome of the resolution(s) of the board of directors, and the measures taken by the Company with respect to the opinions given by of the remuneration committee (e.g., if the salary/compensation approved by the board is higher than the recommendation of the remuneration committee, specify the difference(s) and the reasons): None. II. With respect to any matter for resolution by the remuneration committee, if there is any dissenting or qualified opinion of a committee member that is on record or stated in writing, specify the remuneration committee meeting date, meeting session number, content of the motion, the opinions of all members, and the measures taken by the Company with respect to the members' opinion: None.					

Note:

- a. If any remuneration committee member left the committee before the end of the fiscal year, specify the date that they left the committee in the Remarks column. Their in-person attendance rate (%) should be calculated based on the number of remuneration committee meetings held and the number they attended in person during the period they were on the committee.
- b. If any by-election for remuneration committee members was held before the end of the fiscal year, the names of the new and old committee members should be filled in the table, with a note stating whether the member left office, was newly serving, or was serving consecutive terms, and the date of the by-election. The in-person attendance rate (%) should be calculated based on the number of remuneration committee meetings held and the number attended in person during the period of each such person's actual time on the committee.

#### (IV) Operation of the Sustainability Committee

##### 1. Information on the members of the Sustainability Committee

The Sustainability committee is composed of five members including the Chairman, three Independent Directors and the Director and President. More than half of the members are Independent Directors, the Chairman serves as the convener, and the Director and President serves as the vice convener.

##### 2. The responsibility of the Sustainability Committee is as follows:

- (1) Review and formulate policies, strategies, objectives, and management guidelines related to corporate sustainability (including risk management) of the Company.
- (2) Review the corporate sustainability annual work plan.
- (3) Supervise and track the progress, results and related matters.
- (4) Review the ESG Report.

### 3. Information on the operation of the Sustainability Committee

- (1) Concerning the election at the 2025 Annual General Shareholders' meeting, the Board of Directors appointed the members of 2nd Sustainability Committee on May 29, 2025. The term of office is from May 29, 2025 to May 28, 2028.
- (2) The Sustainability Committee held 4 (A) meeting in 2025. The attendance of the committee members was as follows:

Position	Name	Professional qualifications and experience	Number of In-person Attendance(B)	Number of Proxy Attendance	In-person Attendance Rate (%) (B/A) (Note)	Remarks
Chairman (Convener)	Huang, Nan-Horang	Please refer to pp. 17-18 "Disclosure of professional qualifications of directors and independence of independent directors" and "Board of Directors' diversity and independence".	4	0	100	Re-elected Election Date: 2025.05.29
Independent director	Hsu, Miao-Chiu		4	0	100	
Independent director	Teng, Yean-Sen		4	0	100	
Independent director	Chou, Yon-Chun		4	0	100	
Director & President (Vice Convener)	Shieh, Shin-Wen		4	0	100	

#### (1) Major Proposals

Meeting Date	Major Proposals
2025.03.10	Approved the 1st sustainable development work progress report of 2025. ●After being approved by the Sustainability Committee members, the proposal was presented to the board meeting for report on March 10, 2025.
2025.05.12	1. Approved the 2nd sustainable development work progress report of 2025. ●After being approved by the Sustainability Committee members, the proposal was presented to the board meeting for report on May 12, 2025. 2. Approved the 2024 ESG report.
2025.08.11	Approved the 3rd sustainable development work progress report of 2025. ●After being approved by the Sustainability Committee members, the proposal was presented to the board meeting for report on August 11, 2025.
2025.12.29	1. Approved the implementation of corporate sustainability development. (1). The 4th sustainable development work progress report of 2025. (2). Implementation of communication with stakeholders. (3). The execution of risk management. ●After being approved by the Sustainability Committee members, the proposal was presented to the board meeting for report on December 29, 2025. 2. Formulated the 2026 sustainable development work plan. ●After being approved by the Sustainability Committee members, the proposal was presented to the board meeting for report on December 29, 2025.

Except for the proposals were presented to the board meeting for report, the other proposals were presented to the board meeting for discussion after being approved by the Sustainability Committee members. Please refer to pp. 80-84 (major resolutions of the Board of Directors and the Functional Committees).

Note:

- a. If any of the Sustainability Committee members has resigned before the end of the year, the date of his/her resignation should be stated in the remarks column. The actual attendance rate (%) should be based on the number of committee meetings held during his/her tenure and the actual number of his/her attendance.
- b. If any of the Sustainability Committee members has been re-elected before the end of the year, both the information of current and former members should be filled in the table, and the status and the re-election date should also be specified in the remarks column. The actual attendance rate (%) should be based on the number of Sustainability Committee meetings held during his/her tenure and the actual number of his/her attendance.

(V) Corporate governance implementation status and deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons

Evaluation item	Implementation status (Note 1)			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons
	Yes	No	Summary description	
I. Has the Company established and disclosed its corporate governance principles based on the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies?	V		The Board of Directors has approved the “Corporate Governance Best Practice Principles” and which is disclosed on the Company’s website.	No difference.
II. Shareholding structure and shareholders’ rights (I) Does the Company have internal operation procedures for handling shareholders’ suggestions, concerns, disputes, and litigations matters. If yes, have these procedures been implemented accordingly?	V		The Finance Department is responsible for handling shareholders’ suggestions, doubts and disputes pursuant to internal procedures.	No difference
(II) Does the Company know the identity of its major shareholders and the parties with ultimate control of the major shareholders?	V		The charge is taken by related department(s).	No difference
(III) Has the Company built and implemented risk management system and a firewall between the Company and its affiliates?	V		The risk control measures are established in the internal control operating procedures of the Company.	No difference
(IV) Has the Company established internal rules prohibiting insider trading of securities based on undisclosed information?	V		1. The Company’s Board of Directors has approved to formulate the “Procedures for Prevention of Insider Trading and Handling Material Inside Information”, which clearly stipulates that directors shall not trade in the Company’s equity based securities during the closed period (30 days before the announcement of the annual financial report	No difference

Evaluation item	Implementation status (Note 1)			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and the reasons
	Yes	No	Summary description	
			<p>and 15 days before the announcement of the quarterly financial report), and the insiders of the Company shall not trade the securities by utilizing the undisclosed information in the market.</p> <p>The Company provides the directors with the meeting dates of the board of directors and the closed periods for the following year at the end of each year. Prior to the start of the closed period (February 7, April 23, July 23, and October 22, 2025), the Company notified directors closed period of transaction of the Company's equity based securities by email and reminded directors to be comply with relevant regulations.</p> <p>In addition, "Management of the Prevention of Insider Trading" is established in the internal control operating procedures to regulate the securities trading behavior of insiders.</p> <p>2. In addition to reminding insiders of important regulations on equity transfers every month, the Company also provides "Questions and Answers on Prohibition Against of Insider Trading" to directors and managers, while forwarding the promotional letters and orders of "Prevention of Insider Trading" from the competent authority from time to time, to enable directors and managers to grasp the relevant regulations of preventing insider trading instantly and comprehensively.</p> <p>3. The Company holds pre-employment education and training on "Ethical Management and Ethical Code of Conduct" for new employees when they start work, also</p>	

Evaluation item	Implementation status (Note 1)			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons
	Yes	No	Summary description	
			regularly organize relevant online courses for current staff, and discloses the relevant provisions on the employee portal website. A total of 3,257 new employees and current staff completed the ethics and integrity management course in 2025, with a total class hour of 1,628 hours.	
III. Composition and responsibilities of the board of directors				
(I) Have a diversity policy and specific management objectives been adopted for the board and have they been fully implemented?	V		Please refer to pp. 18-19 for the diversity policy, specific management objectives and implementation of the composition of the Company's Board of Directors.	No difference
(II) Has the Company voluntarily established other functional committees in addition to the remuneration committee and the audit committee?	V		In addition to setting up the Remuneration Committee and the Audit Committee in accordance with the law, in order to fulfill corporate social responsibility and achieve the goal of sustainable operations, the Company has set up the "Sustainability Committee" under the Board of Directors through the resolution of the Board of Directors on November 7, 2023, and the committee consists of 5 members, with more than half of the members being Independent Directors. The Committee is in charge of reviewing and formulating policies, strategies, objectives, management guidelines and annual work plan related to sustainability (including risk management) of the Company.	No difference
(III) Has the Company established rules and methodology for evaluating the performance of its Board of Directors, implemented the performance evaluations on an annual basis, and	V		1. The Board of Directors has approved the "Regulations Governing the Board Performance Evaluation" and disclosed it on the Company's website. 2. "Regulations Governing the Board Performance Evaluation"	No difference

Evaluation item	Implementation status (Note 1)			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons
	Yes	No	Summary description	
<p>submitted the results of performance evaluations to the board of directors and used them as reference in determining salary/compensation for individual directors and their nomination and additional office terms?</p> <p>(IV) Does the Company regularly evaluate its external auditors' independence?</p>	V		<p>specify that the Company shall conduct an internal board performance evaluation at least once every year, and may conduct an external board performance evaluation once every three years.</p> <p>3. The 2025 evaluation results of the performance of the Board of Directors (please refer to Note 1) was reported to the Board of Directors on March 11, 2026.</p> <p>4. The annual evaluation results of the performance of the Board of Directors may serve as the basis for remunerations and nomination of individual directors.</p> <p>1. The CPAs assigned by the Company are not the directors, supervisors, managers, employees, or shareholders; they have been confirmed not the stakeholders and thus meet the requirement of independence judgment by the competent authority. (Please refer to Note 2 for the CPA Independence Assessment Form).</p> <p>2. The Company's Audit Committee evaluates the independence and competency of CPAs every year. In addition to requiring the CPAs to provide the "Declaration of Independence" and "Audit Quality Indicators (AQI)", and the Audit Committee evaluated in accordance with the standards of Note 2 and 13 AQI indicators. It has been confirmed that the CPAs and the Company are not related in terms of other financial interests or business except for attestation of financial statements and non-audit service cases. After referring to the AQI data, it has also been confirmed that the CPAs and the firm have all pulled ahead</p>	No difference

Evaluation item	Implementation status (Note 1)			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons
	Yes	No	Summary description	
			of the average level among industry peers in terms of their audit experience, and have continued to introduce digital auditing tools to improve audit quality. The evaluation results of the most recent year were approved by the Audit Committee on December 29, 2025, and was submitted to the Board of Directors for resolution to approval the assessment of the independence and competency of the CPAs on December 29, 2025.	
IV. Does the TWSE/TPEX listed company have in place an adequate number of qualified corporate governance officers and has it appointed a chief corporate governance officer with responsibility corporate governance practices (including but not limited to providing information necessary for directors to perform their duties, aiding directors in complying with laws and regulations, organizing board meetings and annual general meetings of shareholders as required by law, and compiling minutes of board meetings and annual general meetings)?	V		<p>(I) The Board of Directors on March 11, 2022 appointed, Executive Vice President Chen, Chi-Ming, the head of the Finance Department as the Corporate Governance Officer and allocated sufficient professional corporate governance personnel to protect the rights and interests of shareholders and strengthen the functions of the Board of Directors. The Corporate Governance Officer of the Company has been in a managerial position of the public company for at least three years in financial affairs and is qualified as the regulation requires.</p> <p>(II) The major duties of the Corporate Governance officer are as follows:</p> <ol style="list-style-type: none"> <li>1. Handling the board meetings and shareholders' meetings according to laws.</li> <li>2. Producing minutes of the board meetings and shareholders' meetings.</li> <li>3. Assisting in onboarding and continuous education of directors.</li> <li>4. Furnishing information required for business execution by directors.</li> </ol>	No difference

Evaluation item	Implementation status (Note 1)			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons
	Yes	No	Summary description	
			<p>5. Assisting directors with legal compliance.</p> <p>6. Reporting the results to the Board of Directors of reviewing the qualifications if Independent Directors comply with relevant regulations when nomination, election and during their tenure.</p> <p>7. Handling matters related to the change of directors.</p> <p>8. Other matters set out in the Articles of Incorporation or contracts.</p> <p>(III) The operation in 2025 was as follows:</p> <p>1. Furnishing information and regulations required for business execution by directors and arranging their continuing education:</p> <p>(1) Furnishing the latest laws and regulations related to corporate governance to each director from time to time.</p> <p>(2) Furnishing company information required for business execution by directors, and maintaining the smooth communications between the directors and each department.</p> <p>(3) Arranging more than four closed-door communication meetings to enable independent directors to communicate face-to-face with the chief internal auditor and CPAs, and to deeply understand the Company's audit and financial status.</p> <p>(4) Holding two training courses (each three hours) for directors.</p> <p>2. Handling matters relating to functional committee meetings, board meetings and shareholders' meetings</p>	

Evaluation item	Implementation status (Note 1)			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons
	Yes	No	Summary description	
			<p>according to laws:</p> <p>(1) Notifying the meeting agendas to directors at least seven days prior to a board meeting, reminding the director not to participate in discussion or voting on the agenda item if he/she is an interested party with it and send the meeting minutes to each director within 20 days after a board meeting.</p> <p>(2) Assisting in releasing material information related to major resolutions after a board meeting, while ensuring the legitimacy and accuracy of the material information, to protect the investment information of investors.</p> <p>(3) Registering the date of the shareholders' meeting according to laws, producing meeting notices, meeting handbooks, and meeting minutes.</p> <p>3. Handling of matters related to the change of directors:</p> <p>(1) Regularly (once a year) reviewing the qualifications of independent directors for compliance with relevant laws and regulations, and reports to the Board of Directors.</p> <p>(2) Providing the information required for the change of director and handling various announcements according to laws when a change occurs.</p> <p>(IV) Please refer to page 81-82 for information on the continuing education of the Corporate Governance Officer in 2025.</p>	
V. Has the Company established channels for communicating with its stakeholders (including but	V		The Company has set up a stakeholder area on its website ( <a href="https://www.egat.com.tw/zh-hant/corporate-social-">https://www.egat.com.tw/zh-hant/corporate-social-</a>	No difference

Evaluation item	Implementation status (Note 1)			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons
	Yes	No	Summary description	
not limited to shareholders, employees, customers, suppliers, etc.) and created a stakeholders' section on its company website? Does the Company appropriately respond to stakeholders' questions and concerns on important corporate social responsibility issues?			<u>responsibility/building-sound-governance/stakeholder/</u> ), where relevant departments are responsible for communication with stakeholders. It provides two-way communication channels for stakeholders such as investors, suppliers, customers, and employees. The Company also reports "Communication with stakeholders" to the Board of Directors once a year, please refer to the Company's website and Stakeholder Communication in Chapter One of the ESG Report for more details.	
VI. Has the Company appointed a professional shareholder services agent to handle matters related to its shareholder meetings?	V		The Company has appointed the professional shareholder service agency, "Shareholder Service Agency Department, KGI Securities Co. LTD." to handle shareholders' meetings.	No difference
VII. Information disclosure (I) Has the Company established a corporate website to disclose information regarding its financials, business, and corporate governance status?	V		<p>1. Disclosure of financial and business information: Relevant personnel are responsible for maintaining the Company's website (<a href="https://www.egat.com.tw/">https://www.egat.com.tw/</a>) and disclosing operational, marketing, financial, and business-related information to provide consumers, suppliers, and shareholders with detailed and accurate information.</p> <p>2. Disclosure of corporate governance information: The Company has set up a corporate governance area on its website ( <a href="https://www.egat.com.tw/">https://www.egat.com.tw/</a> ) to disclose the related information such as the board of directors, functional committees, organization and execution of internal audit, the operation of corporate governance, corporate governance officer and major company regulations. It helps stakeholders understand the operation of corporate governance.</p>	No difference

Evaluation item	Implementation status (Note 1)			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons
	Yes	No	Summary description	
(II) Does the Company use other information disclosure channels (e.g., maintaining an English-language website, designating staff to handle information collection and disclosure, appointing spokespersons, webcasting investors conference etc.)?	V		The Company has set up an English version of its website ( <a href="https://www.egat.com.tw/en/">https://www.egat.com.tw/en/</a> ), and appointed personnel is responsible for the collection and disclosure of corporate information, and establishes a spokesperson system. In addition, investor conference information of the Company held or been invited to over the years is disclosed on its website.	No difference
(III) Does the Company publish and report its annual financial report within two months after the end of the fiscal year, and publish and report its financial reports for the first, second, and third quarters as well as its operating statements for each month before the specified deadlines?		V	The Company shall announce and report its annual financial statements within the prescribed deadline, and shall announce and report the first, second and third quarterly financial statements and the operation status of each month before the prescribed deadline. For the disclosure of the above information, please refer to the Market Observation Post System (MOPS).	Although the Company did not announce and report its financial statements and operation status in advance, it nevertheless complied with the deadlines required for announce and report.
VIII. Has the Company disclosed other information to facilitate a better understanding of its corporate governance practices?				
(I) Employee Rights and Wellness	V		Please refer to the description of Labor Relations in Chapter Four of the Company's Annual Report.	No difference
(II) Investor Relations	V		The Company has set up an "Investor Section" on its website ( <a href="https://www.egat.com.tw/">https://www.egat.com.tw/</a> ) to provide investors with operational and financial information.	No difference

Evaluation item	Implementation status (Note 1)			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons
	Yes	No	Summary description	
(III) Supplier Relations and Rights of Stakeholders	V		Please refer to the description of “Implementation Of Sustainable Development” in Chapter Two of the Company’s Annual Report.	No difference
(IV) Directors’ and supervisors’ continuing education	V		The directors of the Company have completed the continuing training in accordance with the “Directions for the Implementation of Continuing Education for Directors of TWSE Listed and TPEX Listed Companies”. The content of the continuing education of the directors has been disclosed on the Company’s website ( <a href="https://www.egat.com.tw/zh-hant/corporate-governance/board-of-directors/">https://www.egat.com.tw/zh-hant/corporate-governance/board-of-directors/</a> ) and the Market Observation Post System (MOPS).	No difference
(V) The implementation of risk management policies and risk evaluation standards	V		Please refer to the description of Risk Assessment in Chapter Five of the Company’s Annual Report.	No difference
(VI) Purchasing liability insurance for directors and supervisors	V		Since 2022, the Company has purchased liability insurance for all the directors.	No difference
(VII) Implementation of Customer Policies	V		The Company has established a dedicated unit to handle customer matters.	No difference
<p>IX. Please describe improvements that have already been made based on the Corporate Governance Evaluation results released for the most recent fiscal year by the Corporate Governance Center, Taiwan Stock Exchange, and specify the priority enhancement objectives and measures planned for any matters still awaiting improvement:</p> <p>The Company was ranked in the range of 36% to 50% of listed companies of the 12th Corporate Governance Evaluation, which illustrated the Company had good performance during operation. For items not scored, the Company has conducted internal assessments to identify opportunities for improvement. Moving forward, the Company will continue to align with regulatory authorities by formulating various improvement measures in response</p>				

Evaluation item	Implementation status (Note 1)			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons
	Yes	No	Summary description	
to policy initiatives, with the aim for further enhancing corporate governance.				

Note 1: The Evaluation Results of Board of Directors of 2025

Item	Self-Evaluation of Performance of the Board	Self-Evaluation of Performance of the Board members	Self-Evaluation of Performance of the Audit Committee	Self-Evaluation of Performance of the Remuneration Committee	Self-Evaluation of Performance of the Sustainability Committee
Average score (Full Score: 5)	4.99	5.00	5.00	5.00	5.00
Results	Excellent	Excellent	Excellent	Excellent	Excellent

Note 2: CPA Independence Assessment Form

No.	Item	Evaluation results	Independence of CPA
1	Whether the CPAs have a direct or significant indirect financial interest relationship with the Company?	No such situation.	Conformed
2	Whether the CPAs have engaged in financing or guarantee activities with the Company or the directors of the Company?	No such situation.	Conformed
3	Whether the CPAs have a close business relationship and potential employment relationship with the Company?	No such situation.	Conformed
4	Whether the CPAs and members of their audit team are currently holding, or have held in the past two years, a position in the company as a director, managerial personnel, or in a position that significantly influences audit procedures?	No such situation.	Conformed
5	Whether the CPAs have provided non-audit services to the company that could have a direct impact on audit work?	No such situation.	Conformed

6	Whether the CPAs have acted as intermediaries for the issuance of stocks or other securities by the company?	No such situation.	Conformed
7	Whether the CPAs have served as legal representatives for the company or have represented the company in coordinating conflicts with third parties?	No such situation.	Conformed
8	Whether the CPAs have family relationships with directors, executives, or personnel with significant influence on audit matters within the company?	No such situation.	Conformed

(VI) The implementation of sustainable development and Deviations from the “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and reasons:

Evaluation item	Implementation (Note 1)			Deviation and causes of deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
I. Has the Company established a governance framework for promoting sustainable development, and established an exclusively (or concurrently) dedicated unit to be in charge of promoting sustainable development? Has the board of directors authorized senior management to handle related matters under the supervision of the board?	V		<p>To fulfill corporate social responsibility and achieve the goal of sustainable operations, EGAT has set up the Sustainability Committee (“the Committee”) under the Board of Directors through the resolution of the Board of Directors on 7 November 2023, with chairman serving as the convener and president serving as the deputy convener.</p> <p>According to the Company’s “Sustainability Committee Charter”, the Committee shall meet at least twice per year, and is in charge of reviewing and formulating policies, strategies, objectives, and management guidelines related to corporate sustainability (including risk management) of the Company; reviewing the corporate sustainability annual work plan; supervising and tracking the progress, results and related matters, and submitting them to the Board of Directors for resolutions or reporting to them. Please refer to pages 83 to 91 for more details of the operations of the Committee.</p> <p>The executive team is set up under the Committee and has various groups which are responsible for promoting and implementing the resolutions of the Committee. The executive team is composed of the</p>	None

Evaluation item	Implementation (Note 1)			Deviation and causes of deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			heads of departments with the president serving as the chief executive. The chief executive serves as the convener of the meeting and convenes the team which is composed of the heads of departments at least twice per year to jointly review the Company's core operational capabilities. The executive team set up four topic groups, including Environmental Protection Group, Social Prosperity Group, Corporate Governance Group and Product and Service Group, to promote the sustainable development plan and execute resolutions approved by the Committee.	
II. Has the Company conducted a risk assessment on environmental, social, and corporate governance issues that are relevant to its operations and implemented risk management policies or strategies based on principles of materiality? (Note 2)	V		<p>In promoting sustainability initiatives, EGAT shall consider the rights and interests of stakeholders. While pursuing sustainable operations and profits, EGAT has considered the environment, social and corporate governance, and has integrated those issues into its corporate management guidelines and business operations.</p> <p>The Committee has conducted risk assessments on the environment, social and corporate governance issues related to our operations in accordance with the materiality principle. On 18 December 2023, the Board of Directors approved the formulation of the “Risk Management Policies and Procedures”.</p> <p>The Committee is responsible for coordinating and supervising the management of various risks, including reviewing risk management policies,</p>	None

Evaluation item	Implementation (Note 1)			Deviation and causes of deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			procedures and structures, verifying the implementation of risk management, making necessary improvement suggestions, and reporting to the Board of Directors at least once per year. On 29 December 2025, a report on the operation of risk management was submitted to the Board of Directors, explaining risk identification, risk assessment results, risk control measures and operation status.	
III. Environmental issues (I) Has the Company set an environmental management system designed to industry characteristics?	V		Our environmental protection operations follow the “Air Pollution Control Act” and the “Toxic and Concerned Chemical Substances Control Act”. Air pollution controlling equipment has obtained a permit from the Environmental Protection Bureau. Regular declaration is made to the Environmental Protection Bureau system for paying air pollution control fees; the toxic chemicals are declared to the Environmental Protection Bureau for approval, and the import, use, and balance data are declared to the Environmental Protection Bureau system per month.	None
(II) Does the Company endeavor to use energy more efficiently and to use renewable materials with low environmental impact?	V		<ol style="list-style-type: none"> <li>To improve the efficiency of energy utilization and save electricity expenses, the optimum capacity of TPC’s contract is flexibly adjusted depending on the changes in seasonal temperature and the power demands for production activities.</li> <li>Starting in 2022, to enhance the utilization of rooftop spaces across various plants and</li> </ol>	None

Evaluation item	Implementation (Note 1)			Deviation and causes of deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			<p>facilities and to realize the sustainable green energy objectives, EGAT began planning the phased installation of solar photovoltaic systems. In 2022, solar photovoltaic systems with a total installed capacity of 697 kW were installed on the rooftops of the new engine factory and the fourth floor of the manufacturing plant.</p> <p>In 2023, a 499 kW solar photovoltaic system was installed on the rooftop of the fourth aircraft maintenance hangar and interconnected to the power grid.</p> <p>To further enhance carbon reduction benefits, in 2024, EGAT adjusted its solar photovoltaic development strategy and shifted to a self-generation and self-consumption model by installing a 499 kW solar photovoltaic system on the third-floor rooftop of the manufacturing plant, enabling renewable energy to directly supply electricity to the plants and facilities. In 2025, a new solar photovoltaic system with an installed capacity of 1,205 kW was constructed on the rooftop of the second aircraft maintenance hangar. During the year, total solar power generation reached 3,137,557 kWh, with the proportion of self-generated and self-consumed renewable energy increasing to 54.37%, effectively improving energy efficiency and significantly reducing carbon emissions.</p>	

Evaluation item	Implementation (Note 1)			Deviation and causes of deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
(III) Has the Company evaluated the potential risks and opportunities posed by climate change for its business now and in the future and adopted relevant measures to address them?	V		<p>In view of the importance of climate change issues, the Committee is responsible for the management of climate issues and the formulation of response strategies. EGAT regularly reviews climate change strategies and goals, manages climate change risk and opportunity actions, reviews the implementation status and plans and reports to the Board of Directors yearly.</p> <p>The risks and opportunities of climate change have been evaluated in accordance with the TCFD proposal framework published by the Financial Stability Board. EGAT completed our latest climate risk assessment at the end of 2025, which focused on the following 3 items:</p> <ol style="list-style-type: none"> <li>1. Regulatory Requirements and Oversight for Existing Products and Services.</li> <li>2. Low-Carbon Energy Transition.</li> <li>3. Increasing Severity of Extreme Weather Events.</li> </ol> <p>The financial impact of the key risk in Increasing Severity of Extreme Weather Events has been quantitatively assessed. For a detailed description of the quantitative impacts, please refer to the 2025 ESG Report.</p> <p>We also identified 3 potential opportunities that climate change brings to EGAT:</p> <ol style="list-style-type: none"> <li>1. Entering New Markets.</li> </ol>	None

Evaluation item	Implementation (Note 1)			Deviation and causes of deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			<p>2. Renewable Energy Development. 3. Adoption of New Technologies.</p> <p>The financial impact of the key opportunity in Renewable Energy Development has been quantitatively assessed. For a detailed description of the quantitative impacts, please refer to the 2025 ESG Report.</p> <p>Our response measures: Add plans for green operations, energy management, carbon information disclosure, implement measures to strengthen infrastructure and build sustainable operation capabilities.</p> <p>For a detailed explanation of our analysis of climate change risks and opportunities, please refer to the 2025 ESG Report, which will be released in mid-2026 after obtaining the third-party verification.</p>	
(IV) Did the company collect data for the past two years on greenhouse gas emissions, volume of water consumption, and the total weight of waste, and establish policies for greenhouse gas reduction, reduction of water consumption, or management of other wastes?	V		<p>1. In 2025, all operating sites of EGAT completed an inventory of direct greenhouse gas emissions (Scope 1), indirect greenhouse gas emissions (Scope 2), and selected other indirect emissions (Scope 3) within their operational boundaries in accordance with the requirements of the GHG Protocol. Due to a revision of the inventory boundaries, 2025 has been set as the baseline year.</p>	None

Evaluation item	Implementation (Note 1)			Deviation and causes of deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies						
	Yes	No	Summary							
			<p><b><u>Greenhouse gas emissions in 2024:</u></b></p> <p style="text-align: center;">Unit: Metric tons CO<sub>2</sub>e/year</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>Year</th> <th>Category 1</th> <th>Category 2</th> </tr> </thead> <tbody> <tr> <td>2024</td> <td>3,151.5559</td> <td>14,279.9947</td> </tr> </tbody> </table> <p>The total Scope 1 and 2 greenhouse gas emissions in 2024 was 17,431.5506 metric tons CO<sub>2</sub>e, mainly from the electricity emissions in Scope 2, accounting for 81.9% of the abovementioned emissions, while Scope 1 accounting for 18.1% of the emissions.</p> <p>For details of the 2025 greenhouse gas emissions and greenhouse gas reduction policies and related carbon reduction actions, please refer to the 2025 ESG Report, which will be released in mid-2026 after obtaining third-party verification.</p> <p>2. EGAT has implemented several water conservation measures, including purchasing water-saving labeled products, conserving water and recycling rainwater for cooling towers or plant watering, etc. Starting from comprehensively implementing water conservation in daily life, the available water resources can be used to achieve greater benefits.</p>	Year	Category 1	Category 2	2024	3,151.5559	14,279.9947	
Year	Category 1	Category 2								
2024	3,151.5559	14,279.9947								

Evaluation item	Implementation (Note 1)			Deviation and causes of deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies															
	Yes	No	Summary																
			<p><b><u>2024/2025 water consumption:</u></b> Unit: Metric tons/year</p> <table border="1"> <thead> <tr> <th>Year</th> <th>Total water consumption</th> </tr> </thead> <tbody> <tr> <td>2024</td> <td>231,804</td> </tr> <tr> <td>2025</td> <td>242,251</td> </tr> </tbody> </table> <p>3. EGAT has committed to environmental protection and has continued to promote waste classification and reduction. Through good waste management, we are able to track the generation and flow of waste and reduce waste output as much as possible.</p> <p><b><u>2024/2025 waste output:</u></b> Unit: Metric tons/year</p> <table border="1"> <thead> <tr> <th>Year</th> <th>Hazardous waste</th> <th>Non-hazardous waste</th> </tr> </thead> <tbody> <tr> <td>2024</td> <td>241.132</td> <td>1,607.134</td> </tr> <tr> <td>2025</td> <td>254.574</td> <td>1,789.613</td> </tr> </tbody> </table>	Year	Total water consumption	2024	231,804	2025	242,251	Year	Hazardous waste	Non-hazardous waste	2024	241.132	1,607.134	2025	254.574	1,789.613	
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Year	Hazardous waste	Non-hazardous waste																	
2024	241.132	1,607.134																	
2025	254.574	1,789.613																	
IV. Social issues (I) Has the company formulated relevant management policies and procedures in accordance with relevant laws and	V		1. Our Company adheres to International Bill of Human Rights (including the United Nations Universal Declaration of Human Rights (UDHR)	None															

Evaluation item	Implementation (Note 1)			Deviation and causes of deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
regulations and international human rights conventions?			<p>and the two Covenants), the International Labor Organization-Declaration on Fundamental Principles and Rights at Work, the United Nations Guiding Principles on Business and Human Rights (UNGPs), the International human rights conventions such as the OECD Guidelines for Multinational Enterprises and the Ten Principles of the United Nations Global Compact (UNG), in addition to abiding by the laws and regulations of the country where we operates.</p> <p>In accordance with labor laws, we protect the legal rights of our employees, respect internationally recognized labor rights, and maintain a strict policy against child labor. This policy applies to all employees, suppliers (including contractors, subcontractors, and service providers), customers, and partners (such as subsidiaries, joint ventures, and local communities). The Human Resources Division is the designated authority responsible for this policy.</p> <p>2. To prevent sexual harassment in the workplace and maintain gender equality in employment and personal dignity, the “Procedures for Measures of Prevention, Correction, Complaint and Punishment of Sexual Harassment at Workplace” is formulated pursuant to the “Regulations for Establishing Measures of</p>	

Evaluation item	Implementation (Note 1)			Deviation and causes of deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			<p>Prevention, Correction, Complaint and Punishment of Sexual Harassment at Workplace”, and the “Sexual Harassment Investigation Team” is established to handle related complaints.</p> <p>EGAT strictly conforms to the requirements of the “People with Disabilities Rights Protection Act” to employ physically and mentally disabled persons with employability. Also, we protect and respect the employment and related rights of indigenous. The international human rights conventions are fully complied with, and human rights are respected with no discrimination.</p>	
(II) Has the Company established and implemented reasonable employee welfare measures (including salary/compensation, leave, and other benefits), and are business performance or results appropriately reflected in employee salary/compensation?	V		<ol style="list-style-type: none"> <li>1. EGAT has established an employee welfare committee to plan and provide high-quality benefits for colleagues, such as employee birthday cash gifts, marriage subsidies, funeral grant, annual festival gift certificates, etc.</li> <li>2. EGAT has an employee restaurant, convenience stores, medical office, sports and leisure center, parking lots, etc. to provide services for all employees. In addition, free fixed-point transportation services are provided for employees to commute to and from get off work.</li> <li>3. Recreation and leisure activities: EGAT allocates an annual budget to enable each department to independently plan and organize departmental</li> </ol>	None

Evaluation item	Implementation (Note 1)			Deviation and causes of deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			<p>travel activities based on operational needs. In addition, EGAT provides employees and their family members with access to preferential fares on scheduled international flights, encouraging employees to engage in overseas travel during their personal time to support work–life balance and physical and mental well-being. Furthermore, various departments periodically organize Family Day events, inviting employees’ family members to visit EGAT’s facilities, allowing them to gain a deeper understanding of the employees’ working environment and thereby enhancing employee engagement, cohesion, and sense of belonging. At year-end, EGAT also regularly hosts annual year-end banquets and lucky draw events to express appreciation for employees’ dedication and contributions throughout the year.</p> <p>4. Employee health care: EGAT's medical office provides professional medical consultation, general medical treatment and regular free health checks as required by law. Various ball games are also held at the sports and leisure center from time to time, to encourage employees to develop a habit of exercise after work and promote physical and mental health.</p> <p>5. EGAT issues year-end bonuses and employee remuneration based on the overall operating</p>	

Evaluation item	Implementation (Note 1)			Deviation and causes of deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			conditions, allowing employees to share the company's profits. To motivate employees and retain talent, EGAT has formulated the Rules for Employee Share Subscription, providing employee share purchases and cash capital increase share subscriptions, etc.	
(III) Does the Company provide employees with a safe and healthy working environment, and implement regular safety and health education for employees?	V		<p>1. EGAT has established corresponding plans in accordance with the Occupational Safety and Health Act and relevant guidelines announced by the Ministry of Labor and confirmed the effectiveness of the plans through implementation and annual performance evaluation. Labor safety and health education and training are all conducted pursuant to the Rules of Occupational Safety and Health Education and Training. Due to the wide variety of training programs, the expiration dates for personnel re-training are managed through an electronic system. The system automatically notifies the Occupational Safety and Health Division and the relevant employees three months prior to the due date, allowing them to arrange re-training in a timely manner and ensure that all training remains valid.</p> <p>2. EGAT established the Occupational Safety and Health Management Rules and officially obtained the ISO 45001 occupational safety and health management system certification issued</p>	None

Evaluation item	Implementation (Note 1)			Deviation and causes of deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			<p>by BV (certification agency) on 17 March 2022. In addition to conducting irregular internal checks on the implementation status of each unit, EGAT also conducts an annual audit and verification by ISO 45001 auditors to ensure the continued validity of the certificate. The certificate is renewed every three years. The latest version is valid from January 20, 2025, to March 16, 2028.</p> <p>3. In accordance with the Occupational Safety and Health Facilities Rules, EGAT provides full-body harnesses that meet the national standard CNS 14253-1 for employees performing maintenance work at heights, including the use of aerial work platforms, the installation and removal of fuselage and tail stands, assembly and disassembly of construction scaffolds, maintenance in confined spaces, and rooftop operations.</p> <p>4. In accordance with the Occupational Safety and Health Facilities Rules, the machinery and equipment for coiling, rolling, cutting, etc. in our processing plants are equipped with protective covers, shields and other relevant safety protection measures, and the effectiveness of relevant safety protection measures is regularly reviewed.</p>	
(IV) Has the Company established effective	V		1. EGAT provides various education and training,	None

Evaluation item	Implementation (Note 1)			Deviation and causes of deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
career development training programs for employees?			<p>including recruitment orientations, general training, quality competency training, professional training (required by the operations or the education and training arranged for specific activities), and management training.</p> <p>2. The education and training courses are planned every year to allow employees to attend internal or external professional training courses related to their own jobs. Through relevant professional training, employees not only improve their professional capabilities, but also assist EGAT in obtaining projects, contracting qualifications and professional certifications. With the help of diversified learning resources, employees are assisted to improve their professional capabilities and develop their potential, while strengthening their continuous improvement functions.</p>	
(V) Does the company comply with the relevant laws and international standards with regard to customer health and safety, customer privacy, and marketing and labeling of products and services, and implement consumer protection and grievance policies?	V		<p>1. EGAT formulates relevant procedures pursuant to the civil aviation regulations of civil aviation agencies and the specifications of airline customers, including the confidentiality and retention period of maintenance records.</p> <p>2. EGAT implements the customer appeal operation and customer satisfaction survey procedures to ensure the customers complaints are handled and responded in a timely manner. Based on customer needs, a dedicated</p>	None

Evaluation item	Implementation (Note 1)			Deviation and causes of deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			committee is set up to deal with any aircraft problems immediately, regular and long-term monitoring are both part of product safety services.	
(VI) Has the company formulated supplier management policies requiring suppliers to comply with relevant regulations on issues such as environmental protection, occupational safety and health, or labor rights, and what is the status of their implementation?	V		<ol style="list-style-type: none"> <li>1. In accordance with the requirements of civil aviation laws and regulations, EGAT has formulated the measures of supplier review management, specifying the qualifications and conditions that each type of supplier must have.</li> <li>2. New suppliers must read and sign the Supplier Code of Conduct formulated by EGAT when applying, which includes specific requirements for labor rights, business ethics, environmental protection, occupational safety and health, and sustainable supply chain management among other things, to confirm their compliance with relevant regulations.</li> <li>3. The Supplier Code of Conduct is issued to tier 1 suppliers every three years, and suppliers are required to sign after discussion to ensure that their actions continue to comply with our relevant regulations.</li> </ol>	None
V. Does the Company prepare a sustainability report or any report of non-financial information based on international reporting standards or guidelines? Are the abovementioned reports supported by the assurance or	V		In accordance with the "Taiwan Stock Exchange Corporation (TWSE) Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies", EGAT prepares its ESG Report based on internationally recognized reporting frameworks, including the "Global	None

Evaluation item	Implementation (Note 1)			Deviation and causes of deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
opinion of a third-party certifier?			Reporting Initiative (GRI) Standards", "Sustainability Accounting Standard Board (SASB) Standards", and "Task Force on Climate-related Financial Disclosures (TCFD) International Standards", disclosing ESG-related information on material topics such as environmental protection, social inclusion, corporate governance, and products and services. The content of the 2024 ESG Report was third-party verified by Bureau Veritas Certification (Taiwan) Co., Ltd., with a Type I moderate assurance level. The 2025 ESG Report is expected to obtain a third-party assurance statement by mid-2026.	
<p>VI. If the Company has established its own sustainability principles based on the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, please describe any discrepancy between the policies and their implementation in the Company: The Board of Directors of EGAT approved the formulation of the "Sustainable Development Best Practice Principles" to strengthen the implementation of corporate social responsibility on 11 March 2022. We regularly review the implementation in accordance with the principles and make improvements accordingly. There has been no difference in the implementation so far.</p>				
<p>VII. Other information useful to the understanding of the implementation of sustainable development: Please refer to the relevant information on Implementation of Corporate Governance.</p>				

Note 1: If "Yes" is ticked in the "Implementation status" column, please concretely describe the major policies, strategies, and measures adopted and the status of their implementation. If "No" is ticked in the "Implementation status" column, please explain the deviations and the reasons in the "Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons" column and explain the Company's plans for adoption of related policies, strategies, and measures in the future.

Note 2: The principle of materiality refers to issues related to the environment, society and corporate governance that have a significant impact on investors and other stakeholders.

Note 3: Regarding the method for disclosure, please refer to the "SAMPLE ANNUAL REPORT" page on the website of the Taiwan Stock Exchange Corporate Governance Center.

(VII) Implementation index of TWSE listed companies' climate-related information

Item	Implementation status
<p>1. Describe the board of directors' and management's oversight and governance of climate related risks and opportunities.</p>	<p>To actively strengthen the corporate governing function of sustainable operations and sustainable environment, EGAT established the "Sustainability Committee" on 7 November 2023. The Committee is composed of the Chairman as the convener, the Director &amp; the President as the deputy convener, and three independent directors. An executive team is set up under the Committee, with the president serving as the chief executive. It is committed to integrating climate-related operating policies, management systems and business processes into the company's existing governance structure.</p> <p>EGAT's climate change issues are handled by the executive team of the Committee, which is responsible for formulating and implementing action plans such as identifying climate-related impacts, evaluating climate-related risks and opportunities, and providing relevant response measures. The Committee regularly reports to the Board of Directors on the implementation status and effectiveness of relevant issues each year, to reduce the impact of climate issues on EGAT's operations and enhance the company's operational resilience.</p>
<p>2. Describe how the identified climate risk and opportunities affect the business strategy, and finances of the business (short, medium, and long term).</p>	<p>EGAT has identified 2 transition risks, 1 physical risk, and 3 opportunities, and developed appropriate responses to reduce the financial impact and seize the opportunities. Please refer to the 2025 ESG Report for details.</p>
<p>3. Describe the financial impact of extreme weather events and transformative actions.</p>	<p>Please refer to the 2025 ESG Report for details.</p>
<p>4. Describe how climate risk identification, assessment, and management process are integrated into the overall risk management system.</p>	<p>The climate risk management process is consistent with the company's overall risk management system and approved by the Board of Directors in order to comply with the company's overall risk management process and regulations.</p>
<p>5. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be described.</p>	<p>EGAT conducted scenario analysis and quantitative calculation of the financial impact on one key climate risks and one key opportunity. The relevant results are detailed in the 2025 ESG Report.</p>

<p>6. If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.</p>	<p>EGAT has reviewed the existing and future implementation strategies for 1 key climate risk, and reviewed the indicators and targets required for managing climate risks. For details of the relevant results, please refer to the 2025 ESG Report.</p>
<p>7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.</p>	<p>EGAT has not implemented an internal carbon pricing mechanism for the current year.</p>
<p>8. If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified.</p>	<p>EGAT has set Scope 1 and Scope 2 emission targets covering the same organizational scope as the financial reporting. Please refer to the 2025 ESG Report for details on the progress and timeline.</p>
<p>9. Greenhouse gas inventory, assurance status, carbon reduction goals, strategies and action plans.</p>	<p>1. EGAT has conducted GHG inventory and verification. Please refer to the 2025 ESG Report for details.</p> <p>2. EGAT has set emission targets for Scope 1 and Scope 2: 0.8 tCO<sub>2</sub>e/NT\$ million in revenue in 2030, and 0.5 tCO<sub>2</sub>e/NT\$ million in revenue in 2035. For detailed strategies and specific action plans, please refer to the 2025 ESG Report.</p>

(VIII) Status of the Company's practice of ethical management and differences from the Ethical Corporate Management Best Practice Principles for the Listed Companies and reasons for the differences

Assess Criteria	Implementation Status (Note)			Deviation and causes of deviation from Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
I. Establish corporate conduct and ethics policy and implementation measures (I) Does the company establish ethical management policies approved by the board and have bylaws and publicly available documents addressing its corporate conduct and ethics policy and measures and the commitment regarding the implementation of such policy from the board and the executive management team?	V		We have formulated the Ethical Corporate Management Best Practice Principles in accordance with the board resolution, and stipulated the compliance with ethical corporate management on the company website and the MOPS. We also require all units to actively fulfill their rights and responsibilities in line with the principles of ethics and mutual benefit when performing duties.	No difference.
(II) Has the Company established a risk assessment mechanism against unethical conduct, analyzed and assessed on a regular basis business activities within their business scope which are at a higher risk of being involved in unethical conduct, and established prevention programs accordingly which at least cover the prevention measures against the conducts listed in Paragraph 2 of Article 7 of the Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies?	V		We have formulated the Ethical Corporate Management Best Practice Principles which prohibit our personnel from engaging inappropriate transactions, such as offering or accepting bribes, providing illegal political contributions, inappropriate charitable donations or sponsorships, unreasonable gifts, gratuity or other inappropriate benefits, etc. The head of each unit shall formulate preventive measures for at-risk unethical behaviors within the scope of business they are responsible for and incorporate them into various internal control systems to effectively implement and strengthen self-management, under the supervision and control of relevant authority management units. In July 2025, we restated the relevant regulations on ethical management operations in the electronic document system. We completed the corruption risk assessment of each department, and no major corruption risks were identified.	No difference.
(III) Has the Company defined operating procedures, conduct guidelines, disciplinary penalties and grievance processes in the program preventing unethical conduct and put them in practice, and regularly reviewed and amended the program?	V		We have established the "Ethical Corporate Management Procedure and Code of Conduct" pursuant to the board resolution to actively prevent unethical behaviors. There are also management rules which require managers at all levels to promote a business philosophy of integrity, transparency and responsibility and establish a corporate culture of ethical management. The punishment for	No difference.

Assess Criteria	Implementation Status (Note)			Deviation and causes of deviation from Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			violating the ethical management regulations and the grievance filing system are handled in accordance with the management rules and grievance filing procedures.	
II. Enforcement of business integrity (I) Does the company assess the ethics records of whom it has business relationships and include business conduct and ethics-related clauses in the business contracts?	V		In order to pick out qualified and excellent suppliers, the Company has formulated work instructions on vendor review management, performance management, etc., and assigned responsible units to prudently evaluate the relevant provisions of supplier's qualifications, quality, and ethical management requirements. Suppliers whose evaluation results meet the standard are included in the "Qualified Supplier List" as a reference for procurement and outsourcing works. Newly-added suppliers have been asked, in the vendor review application documents, to ensure that they will not engage in unethical and illegal behaviors which provide, promise or pay any commissions, kickbacks or, inappropriate benefits in business activities.	No difference.
(II) Has the Company established a dedicated unit under the board responsible for the promotion of corporate ethics management, which regularly (at least once a year) reports policies on ethical operations, programs on prevention of unethical conduct and the status of supervision to the board?	V		Our personnel department is responsible for supervising the implementation status of each unit, assisting the board of directors and the management team to check and evaluate whether the preventive measures established in the implementation of ethical management are operating effectively, assessing the compliance status of relevant business processes, producing a report to be submitted to the board of directors once a year.	No difference.
(III) Does the Company establish policies to prevent conflict of interests, provide appropriate communication and complaint channels and implement such policies properly?	V		In order to prevent conflicts of interest and provide appropriate reporting channels, the Company has formulated the "Ethical Corporate Management Procedure and Code of Conduct" and "Procedures for Ethical Operations Management and Guidelines for Conduct" and implemented the above policies through the Company's auditing system and various internal management measures.	No difference.

Assess Criteria	Implementation Status (Note)			Deviation and causes of deviation from Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
(IV) Does the company have effective accounting and internal control systems in place to enforce ethical corporate management? Does the internal audit unit follow the results of unethical conduct risk assessments and devise audit plans to audit compliance with the systems to prevent unethical conduct or hire outside CPAs to perform the audits?	V		In order to ensure the implementation of ethical management, the Company has established an effective accounting system and internal control system. Internal auditors regularly check compliance with the abovementioned system in accordance with the audit plan, prepare audit reports to be submitted to the board, and may appoint CPAs to perform the audit. When necessary, professional assistance may be entrusted.	No difference.
(V) Does the Company provide internal and external ethical management training programs on a regular basis?	V		<ol style="list-style-type: none"> <li>1. The "Code of Ethical Conduct", "Ethical Corporate Management Best Practice Principles", and "Ethical Corporate Management Procedure and Code of Conduct" are all continuously used as pre-job training courses for new employees of the company and are announced on the company website.</li> <li>2. Since 2023, we have included relevant standards of ethical behavior and integrity management into the E-learning courses for all employees, which include "Code of Ethical Conduct", " Ethical Corporate Management Best Practice Principles", " Ethical Corporate Management Procedure and Code of Conduct" and "Prevention of Insider Trading".</li> <li>3. In 2025, a total of 3,257 new employees and in-service employees completed training, with a completion rate of 100%.</li> </ol>	No difference.
III. Whistleblowing system (I) Does the Company establish specific complaint and reward procedures, set up conveniently accessible complaint channels, and designate responsible personnel to handle the complaint received?	V		We have formulated the Codes of Ethical Conduct pursuant to the board resolution, which guides the behavior of our personnel to comply with ethical standards, and clearly stipulates that those who have violations of ethical management will be reported in writing or orally. An independent website for filing grievances is also set up on the Company's website and can be used by internal and external personnel. Our "Ethical Corporate Management Procedure and Code of Conduct" have assigned the personnel and relevant departments to be responsible for investigation and verifying facts.	No difference.

Assess Criteria	Implementation Status (Note)			Deviation and causes of deviation from Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
(II) Does the Company establish standard operating procedures for investigating the complaints received, follow-up measures to be adopted and the related confidentiality measures after investigation?	V		Our “Ethical Corporate Management Procedure and Code of Conduct” have stipulated the measures for handling grievances, and stated that we will keep the whistleblowers’ identity and contents of information confidential. The Company also promises to protect the whistleblowers from improper treatment due to their whistle-blowing actions.	No difference.
(III) Does the Company adopt measures to protect whistleblowers from improper treatment as a result of whistleblowing?	V			
IV. Enhanced information disclosure Does the Company disclose its Ethical Corporate Management Best Practice Principles as well as information about the implementation of such guidelines on its website and the Market Observation Post System?	V		We have formulated the Ethical Corporate Management Best Practice Principles in accordance with the board resolution, and stipulated the compliance with ethical corporate management on the company website and the MOPS.	No difference.
V. If the company has established its own Ethical Corporate Management Best Practice Principles based on the Ethical Corporate Management Best Practice Principles for the Listed Companies, please describe any difference between the policies and their implementation in the Company: None.				
VI. Other important information to facilitate a better understanding of the Company’s corporate conduct and ethics compliance practices: (Such as reviewing and amending the Company’s existing Ethical Corporate Management Best Practice Principles) None.				

(IX) Other material information that will provide a better understanding of the status of the Company's implementation of corporate governance:

1. Managerial officers participating in continuing education and training related to corporate governance:

Name and Title	Date of Class	Professional Training Institution	Training Classes	Number of Hours
President Shieh, Shin-Wen	2025.07.09	Taiwan Stock Exchange Corporation	2025 Cathay Sustainable Finance and Climate Change Summit	6 hours
	2025.07.10	Taiwan Corporate Governance Association	Risk Management-Natural Risk Analysis and Circular Economy	3 hours
	2025.10.29	Taiwan Corporate Governance Association	Trump 2.0-Global Economic and Industrial Outlook	3 hours
Chief Executive Vice President Wang, Cheng-Hsien	2025.07.10	Taiwan Corporate Governance Association	Risk Management-Natural Risk Analysis and Circular Economy	3 hours
	2025.10.29	Taiwan Corporate Governance Association	Trump 2.0-Global Economic and Industrial Outlook	3 hours
Executive Vice President Chen, Chi-Ming (Financial/Accounting /Corporate Governance Officer)	2025.04.11	Taiwan Institute of Directors	Upgrading corporate governance: creating a new situation for talent competitiveness	3 hours
	2025.07.10	Taiwan Corporate Governance Association	Risk Management-Natural Risk Analysis and Circular Economy	3 hours
	2025.10.28	Taiwan Corporate Governance Association	(Fubon Insurance) AI Application and Corporate Governance Seminar	3 hours
	2025.10.29	Taiwan Corporate Governance Association	Trump 2.0-Global Economic and Industrial Outlook	3 hours

2. Professional training courses for chief internal audits and accounting officers:

(1). Chief of internal audit

Name and Title	Date of Class	Professional Training Institution	Training Classes	Number of Hours
Vice President Lin, Chia-Chen	2025.05.19	Internal Audit Association	Analysis of Sustainability Reports and Auditing Practice of Sustainability Information	6 hours
Vice President Lin, Chia-Chen	2025.11.21	Internal Audit Association	Essential Insights into IFRS S1 and S2: Key Considerations and Impacts on Internal Control and Internal Audit	6 hours
Vice President Lin, Chia-Chen	2025.11.28	Internal Audit Association	Leveraging Digital Technology for Operational Process Mining, Improvement, and Fraud Detection: An Auditing Practice Perspective	6 hours

(2). Accounting Officer

Name and Title	Date of Class	Professional Training Institution	Training Classes	Number of Hours
Executive Vice President Chen, Chi-Ming	2025.09.12	China Productivity Center	Integration of KPIs and Financial Performance: Standard Operating Procedures	3 hours
Executive Vice President Chen, Chi-Ming	2025.09.18	Securities and Futures Institute	Analysis of Insider Trading: Practical Case Studies	3 hours
Executive Vice President Chen, Chi-Ming	2025.10.17	Securities and Futures Institute	Exchange Rate Risk Management and Accounting Treatment	6 hours

(X) Status of implementation of the Company's internal control protocols:

1. The Statement on Internal Control: Please refer to p. 92

2. Where a CPA has been hired to carry out a special audit of the internal control system, furnish the CPA audit report: Not applicable.

(XI) Major resolutions of shareholders' meetings and Board of Directors held in the most recent year and up to the date of this annual report:

1. Major Shareholders' Meeting Resolutions in 2025:

Date of meeting	Summary of Major Proposals	Execution
2025.05.29	1. Approved 2024 earnings distribution.	The cash dividend for shareholders was NT\$4.5 per share with a total amount of NT\$1,685,569,329, and the distribution was completely distributed on July 31, 2025.
	2. Amended the "Articles of Incorporation".	The amendment has been approved by Commerce Department, Ministry of Economic Affairs (No.11430087870). Relevant tasks have been performed in accordance with the amended "Articles of Incorporation".
	3. Elected nine Directors (including three Independent Directors).	The election has been approved by Commerce Department, Ministry of Economic Affairs (No.11430087870).
	4. Released the restrictions of competitive activities of the newly elected Directors.	The related actions were executed according to this resolution.

2. Major Resolutions of Board of the Director and the Functional Committees (Audit Committee, Remuneration Committee and Sustainability Committee):

Date of Board Meeting	Major Proposals	Date, Independent Directors' Opinions, Resolution of the Functional Committees and the Company's Response to the Opinions
2025.03.10 (1st)	1. Resolution on the 2024 employees' compensation. 2. Resolution on the 2024 directors' remuneration. 3. Amended the "Payment Regulation of Managers".	2025.03.10 1st meeting of the Remuneration Committee in 2025 1. Results of deliberation: Approved unanimously by Remuneration Committee members. 2. Content of any dissenting or qualified opinion or significant recommendation of the independent directors and the Company's response to the opinions: None.
	4. Approved the 2024 business report. 5. Approved the 2024 financial report.	2025.03.10 1st meeting of the Audit Committee in 2025 1. Results of deliberation:

Date of Board Meeting	Major Proposals	Date, Independent Directors' Opinions, Resolution of the Functional Committees and the Company's Response to the Opinions
	<ul style="list-style-type: none"> <li>6. Approved the 2024 earnings distribution.</li> <li>7. Approved the 2024 "Statement on Internal Control".</li> </ul>	<ul style="list-style-type: none"> <li>Approved unanimously by Audit Committee members.</li> <li>2. Content of any dissenting or qualified opinion or significant recommendation of the independent directors and the Company's response to the opinions: None.</li> </ul>
	<ul style="list-style-type: none"> <li>8. Amended the "Articles of Incorporation".</li> <li>9. Defined the scope of non-executive employees in the amended Paragraph 1 of Article 27 of the "Articles of Incorporation".</li> <li>10. Amended the "Regulations Governing Subsidiaries".</li> <li>11. Resolution on electing the Directors at the Annual General Shareholders' Meeting.</li> <li>12. Resolution on approving the release of restrictions of competitive activities of the Directors to be elected at the Annual General Shareholders' Meeting.</li> <li>13. Nominated 9 directors (including 3 independent directors) candidates.</li> <li>14. Resolution on convening the 2025 Annual General Shareholders' Meeting.</li> </ul>	-

Date of Board Meeting	Major Proposals	Date, Independent Directors' Opinions, Resolution of the Functional Committees and the Company's Response to the Opinions
2025.05.12 (2nd)	<ol style="list-style-type: none"> <li>1. Approved the Q1 2025 financial reports.</li> <li>2. Resolution on approving the construction of the Guanyin Branch Plant Phase II by "Ever Accord Construction Corp".</li> </ol>	<p>2025.05.12 2nd meeting of the Audit Committee in 2025</p> <ol style="list-style-type: none"> <li>1. Results of deliberation: Approved unanimously by Audit Committee members.</li> <li>2. Content of any dissenting or qualified opinion or significant recommendation of the independent directors and the Company's response to the opinions: None.</li> </ol>
	<ol style="list-style-type: none"> <li>3. Approved the 2024 ESG report.</li> </ol>	<p>2025.05.12 2nd meeting of the Sustainability Committee in 2025</p> <ol style="list-style-type: none"> <li>1. Results of deliberation: Approved unanimously by Sustainability Committee members.</li> <li>2. Content of any dissenting or qualified opinion or significant recommendation of the independent directors and the Company's response to the opinions: None.</li> </ol>
2025.05.26 (3rd)	Resolution on increasing the leased land from "Taoyuan International Airport".	<p>2025.05.26 3rd meeting of the Audit Committee in 2025</p> <ol style="list-style-type: none"> <li>1. Results of deliberation: Approved unanimously by Audit Committee members.</li> <li>2. Content of any dissenting or qualified opinion or significant recommendation of the independent directors and the Company's response to the opinions: None.</li> </ol>

Date of Board Meeting	Major Proposals	Date, Independent Directors' Opinions, Resolution of the Functional Committees and the Company's Response to the Opinions
2025.05.29 (The 1st meeting of the 11th Board of Directors)	<ol style="list-style-type: none"> <li>1. Elected the Chairman.</li> <li>2. Appointed the members of the 2nd Remuneration Committee.</li> <li>3. Appointed the members of the 2nd Sustainability Committee.</li> </ol>	-
2025.08.11 (The 2nd meeting of the 11th Board of Directors)	<ol style="list-style-type: none"> <li>1. Reviewed the "Regulations Governing Board Performance Evaluations".</li> <li>2. Reviewed the "Payment Regulation of Directors".</li> <li>3. Reviewed and amended the "Payment Regulation of Managers".</li> </ol> <p><u>Status on directors' recusal from conflict of interest and voting on proposal:</u></p> <ul style="list-style-type: none"> <li>● Director Shieh, Shin-Wen recused himself from voting due to his conflict of interest with the proposal.</li> <li>● Except for the director who recused himself from the discussion and resolution, the remaining 8 directors present approved the proposal without objection.</li> </ul> <ol style="list-style-type: none"> <li>4. Resolution on 2025 Chairman's compensation.</li> </ol> <p><u>Status on directors' recusal from conflict of interest and voting on proposal:</u></p> <ul style="list-style-type: none"> <li>● Chairman Huang, Nan-Horang recused himself from voting due to his conflict of interest with the proposal.</li> </ul>	<p>2025.08.11 1st meeting of the 2nd Remuneration Committee</p> <ol style="list-style-type: none"> <li>1. Results of deliberation: Approved unanimously by Remuneration Committee members.</li> <li>2. Content of any dissenting or qualified opinion or significant recommendation of the independent directors and the Company's response to the opinions: None.</li> </ol>

Date of Board Meeting	Major Proposals	Date, Independent Directors' Opinions, Resolution of the Functional Committees and the Company's Response to the Opinions
	<ul style="list-style-type: none"> <li>● Except for the director who recused himself from the discussion and resolution, the remaining 8 directors present approved the proposal without objection.</li> </ul> <p>5. Resolution on the compensation of Independent Directors for the 11th Board of Directors.</p> <p><u>Status on directors' recusal from conflict of interest and voting on proposal:</u></p> <ul style="list-style-type: none"> <li>● Independent Director Hsu, Miao-Chiu, Independent Director Teng, Yean-Sen and Independent Director Chou, Yon-Chun recused themselves from voting due to their conflict of interest with the proposal.</li> <li>● Except for the directors who recused themselves from the discussion and resolution, the remaining 6 directors present approved the proposal without objection.</li> </ul> <p>6. Resolution on the attendance fees for directors of the 11th Board of Directors to attend board meetings and for directors who concurrently serve as functional committee members to attend each meeting of committees.</p>	

Date of Board Meeting	Major Proposals	Date, Independent Directors' Opinions, Resolution of the Functional Committees and the Company's Response to the Opinions
	<p>7. Approved the Q2 2025 financial reports.</p> <p>8. Amended the "Internal Control System" and the "Internal Audit Implementation Rules".</p>	<p>2025.08.11</p> <p>1st meeting of the 2nd Audit Committee</p> <p>1. Results of deliberation: Approved unanimously by Audit Committee members.</p> <p>2. Content of any dissenting or qualified opinion or significant recommendation of the independent directors and the Company's response to the opinions: None.</p>
<p>2025.11.10 (The 3rd meeting of the 11th Board of Directors)</p>	<p>Approved the Q3 2025 financial reports.</p>	<p>2025.11.10</p> <p>2nd meeting of the 2nd Audit Committee</p> <p>1. Results of deliberation: Approved unanimously by Audit Committee members.</p> <p>2. Content of any dissenting or qualified opinion or significant recommendation of the independent directors and the Company's response to the opinions: None.</p>
<p>2025.12.29 (The 4th meeting of the 11th Board of Directors)</p>	<p>1. Resolution on the 2025 year-end bonus for Managers. <u>Status on directors' recusal from conflict of interest and voting on proposal:</u></p> <ul style="list-style-type: none"> <li>● Director Shieh, Shin-Wen recused himself from voting due to his conflict of interest with the proposal.</li> <li>● Except for the director who recused himself from the discussion and resolution, the remaining 8 directors present approved the proposal without objection.</li> </ul> <p>2. Resolution on the adjustment of the 2026 compensation for</p>	<p>2025.12.29</p> <p>2nd meeting of the 2nd Remuneration Committee</p> <p>1. Results of deliberation: Approved unanimously by Remuneration Committee members.</p> <p>2. Content of any dissenting or qualified opinion or significant recommendation of the independent directors and the Company's response to the opinions: None.</p>

Date of Board Meeting	Major Proposals	Date, Independent Directors' Opinions, Resolution of the Functional Committees and the Company's Response to the Opinions
	<p>Managers.</p> <p><u>Status on directors' recusal from conflict of interest and voting on proposal:</u></p> <ul style="list-style-type: none"> <li>● Director Shieh, Shin-Wen recused himself from voting due to his conflict of interest with the proposal.</li> <li>● Except for the director who recused himself from the discussion and resolution, the remaining 8 directors present approved the proposal without objection.</li> </ul> <p>3. Resolution on the 2025 year-end bonus for the Chairman.</p> <p><u>Status on directors' recusal from conflict of interest and voting on proposal:</u></p> <ul style="list-style-type: none"> <li>● Chairman Huang, Nan-Horang recused himself from voting due to his conflict of interest with the proposal.</li> <li>● Except for the director who recused himself from the discussion and resolution, the remaining 8 directors present approved the proposal without objection.</li> </ul> <p>4. Resolution on the adjustment of the 2026 compensation for the Chairman.</p> <p><u>Status on directors' recusal from conflict of interest and voting on proposal:</u></p> <ul style="list-style-type: none"> <li>● Chairman Huang, Nan-Horang recused himself from</li> </ul>	

Date of Board Meeting	Major Proposals	Date, Independent Directors' Opinions, Resolution of the Functional Committees and the Company's Response to the Opinions
	<p>voting due to his conflict of interest with the proposal.</p> <ul style="list-style-type: none"> <li>● Except for the director who recused himself from the discussion and resolution, the remaining 8 directors present approved the proposal without objection.</li> </ul>	
	<p>5. Amended the "Internal Control System" and the "Internal Audit Implementation Rules".</p> <p>6. Amended the "Policy for Pre-Approval of Non-assurance Services by CPA Firm".</p> <p>7. Appointed CPAs for 2026 and resolved their remuneration.</p>	<p>2025.12.29</p> <p>3rd meeting of the 2nd Audit Committee</p> <p>1. Results of deliberation: Approved unanimously by Audit Committee members.</p> <p>2. Content of any dissenting or qualified opinion or significant recommendation of the independent directors and the Company's response to the opinions: None.</p>
	<p>8. Formulated the "2026 Internal Audit Plan".</p> <p>9. Approved the "2026 Operation Plan and Budget".</p>	-
<p>2026.03.11 (The 5th meeting of the 11th Board of Directors)</p>	<p>1. Evaluated the scope of non-executive employees in Paragraph 1 of Article 27 of the "Articles of Incorporation" and resolution on the 2025 employees' compensation.</p> <p>2. Resolution on the 2025 directors' remuneration.</p> <p>3. Amended the "Payment Regulation of Managers".</p>	<p>2026.03.11</p> <p>3rd meeting of the 2nd Remuneration Committee</p> <p>1. Results of deliberation: Approved unanimously by Remuneration Committee members.</p> <p>2. Content of any dissenting or qualified opinion or significant recommendation of the independent directors and the Company's response to the opinions: None.</p>
	<p>4. Approved the 2025 business report.</p> <p>5. Approved the 2025 financial report.</p>	<p>2026.03.11</p> <p>4th meeting of the 2nd Audit Committee</p> <p>1. Results of deliberation: Approved unanimously by Audit</p>

Date of Board Meeting	Major Proposals	Date, Independent Directors' Opinions, Resolution of the Functional Committees and the Company's Response to the Opinions
	<p>6. Approved the 2025 earnings distribution.</p> <p>7. Approved the 2025 "Statement on Internal Control".</p> <p>8. Increased the budget for the Guanyin Branch Plant Phase II project.</p> <p>9. Resolution on approving the release of restrictions of competitive activities of the Directors at the Annual General Shareholders' Meeting.</p> <p><u>Status on directors' recusal from conflict of interest and voting on proposal:</u></p> <ul style="list-style-type: none"> <li>● Director Sun, Chia-Ming recused himself from voting due to his conflict of interest with the proposal.</li> <li>● Except for the director who recused himself from the discussion and resolution, the remaining 8 directors present approved the proposal without objection.</li> </ul>	<p>Committee members.</p> <p>2. Content of any dissenting or qualified opinion or significant recommendation of the independent directors and the Company's response to the opinions: None.</p>
	<p>10. Amended the "Rules of Procedure for Board of Directors Meetings".</p> <p>11. Resolution on convening the 2026 Annual General Shareholders' Meeting.</p>	-

(XII) Where, during the most recent fiscal year and up to the date of this annual report, a director has expressed a dissenting opinion with respect to a material resolution passed by the board of directors, and said dissenting opinion has been recorded or prepared as a written declaration, disclose the principal content thereof: None.

**Evergreen Aviation Technologies Corp.**  
**Internal Control System Statement**

**Date : March 11, 2026**

The Company states the following with regard to its internal control system during fiscal year 2025, based on the findings of a self-assessment :

1. The Company is fully aware that establishing, operating, and maintaining an internal control system are the responsibility of its Board of Directors and management. The Company has established such a system aimed at providing reasonable assurance of the achievement of objectives in the effectiveness and efficiency of operations (including profit, performance, and safeguard of asset security), reliability, timeliness, transparency, and regulatory compliance of our reporting, and compliance with applicable laws, regulations, and bylaw.
2. An internal control system has inherent limitations. No matter how perfectly designed, an effective internal control system can provide only reasonable assurance of accomplishing the three goals mentioned above. Furthermore, the effectiveness of an internal control system may change along with changes in environment or circumstances. The internal control system of the Company contains self-monitoring mechanisms, however, and the Company takes corrective actions as soon as a deficiency is identified.
3. The Company judges the design and operating effectiveness of its internal control system based on the criteria provided in the Regulations Governing the Establishment of Internal Control Systems by Public Companies (herein below, the "Regulations"). The internal control system judgment criteria adopted by the Regulations divide internal control into five elements based on the process of management control: (1)control environment (2)risk assessment (3)control activities (4)information and communications (5)monitoring. Each element further contains several items. Please refer to the Regulations for details.
4. The Company has evaluated the design and operating effectiveness of its internal control system according to the aforesaid criteria.
5. Based on the findings of the evaluation mentioned in the preceding paragraph, the Company believes that as of December 31, 2025 its internal control system, encompassing internal controls for knowledge of the degree of achievement of operational effectiveness and efficiency, reliability, timeliness, transparency and regulatory compliance of reporting, and compliance with applicable laws, regulations and bylaw, is effectively designed and operating, and reasonably assures the achievement of the above-stated objectives.
6. This statement will become a major part of the content of the Company's Annual Report and Prospectus, and will be made public. Any falsehood, concealment, or other illegality in the content made public will entail legal liability under Articles 20, 32, 171, and 174 of the Securities and Exchange Act.
7. This statement has been passed by the Board of Directors Meeting of the Company held on March 11, 2026, with none of the nine attending directors expressing dissenting opinions, and the remainder all affirmed the content of this Statement.

#### IV. Professional Fees to CPA

(I) Information on CPA fees

Name of CPA firm	Name of CPAs	CPA'S Audit Period	Audit fees	Non-audit fees	Total	Remarks
KPMG Taiwan	Chen, Ya-Ling	2025	NT\$5,670 thousand	NT\$1,520 thousand	NT\$7,190 thousand	Non-audit fees include tax certification 、 Information review about salary of full-time employees who are not in a managerial position 、 transfer pricing 、 business tax certification and and inventory count service.
	Cheng, Po-Jen	2025				

Note: If the Company has changed its CPAs or CPA firm this year, the audit periods should be listed separately, and the reason for the change should be explained in the Remarks field. The audit and non-audit fees paid should also be disclosed in order. Non-audit fees should be accompanied by a note explaining the content of services.

- (II) When the Company changes its CPA firm and the audit fees paid for the fiscal year in which such change took place are lower than those for the previous fiscal year, the amounts of the audit fees before and after the change and the reasons shall be disclosed: Not applicable.
- (III) When the audit fees paid for the current fiscal year are lower than those for the previous fiscal year by 10% or more, the reduction in the amount of audit fees, reduction percentage, and reason(s) therefore shall be disclosed: None.

## V. Information on Replacement of CPAs

### I. Regarding the Predecessor Auditor

Date of Change	Approved by the Board of Directors on December 26, 2024		
Reason and Explanation for the Change	Due to internal personnel realignment within the accounting firm		
Specify whether the client or the auditor terminated or declined the engagement.	The Auditor	CPA	The Client
	Situation	Not Applicable	
	Active Termination		
Declined to stand for reappointment			
Non-unmodified Audit Opinions and Reasons in the Most Recent Two Years	Not Applicable		
Whether there are any disagreements with the Issuer	Yes		Accounting Principles or Practices
			Disclosure in Financial Reports
			Audit Scope or Procedures
			Other
	no	✓	
	Description		
<b>Other Disclosable Matters</b> <i>(Matters required to be disclosed pursuant to Sub-items 1-4 through 1-7, Item 6, Article 10 of these Regulations)</i>	Not Applicable		

## II. Regarding the Successor Auditor

Name of the Predecessor Accounting Firm	KPMG Taiwan
Name of the CPA	Chen, Ya-Ling 、 Cheng, Po-Jen
Date of Engagement	Approved by the Board of Directors on December 26, 2024
Consultations on Accounting Treatments or Principles for Specific Transactions, and the Possible Audit Opinions to be Issued on Financial Reports, prior to the Engagement, and the Results Thereof.	Not Applicable
Written Opinion of the Successor Auditor Regarding Matters on Which the Predecessor Auditor Expressed Differing Opinions	Not Applicable

The Predecessor Auditor's Reply Regarding Matters Under Sub-item 1 and Sub-item 2-3, Item 6, Article 10 of These Regulations : Not Applicable ◦

**VI. Where the company's Chairman, general manager, or any managerial officer in charge of finance or accounting matters has in the most recent year held a position at the CPA firm of its CPAs or an affiliated enterprise of such CPA firm, the name and position of the person, and the period during which the position was held, shall be disclosed.**

No such situation.

**VII. Changes in the transfer or pledge of shares by directors, managerial officers, and shareholders holding over 10% of the outstanding shares in the previous year and by the date of report publication**

## (I) Changes in shareholding of directors, officers and major shareholders

Title (Note 1)	Name	2025		As of Mar 28, 2026	
		Increase (Decrease) in Shares Held	Increase (Decrease) in Shares Pledged	Increase (Decrease) in Shares Held	Increase (Decrease) in Shares Pledged
Chairman	EVA Airways Corporation	0	0	0	0
	Representative: Huang, Nan-Horang	0	0	0	0
Director	UNI Airways Corporation	0	0	0	0
	Representative: Ko, Lee-Ching	0	0	0	0
Director	EVA Airways Corporation	0	0	0	0
	Representative: Lin, Bou-Shiu	0	0	0	0
Director	EVA Airways Corporation	0	0	0	0
	Representative: Sun, Chia-Ming	0	0	0	0
Director	EVA Airways Corporation	0	0	0	0
	Representative: Shieh, Shin-Wen	0	0	0	0
Director	UNI Airways Corporation	0	0	0	0
	Representative: Tsai, Ta-Wei	0	0	0	0
Independent director	Hsu, Miao-Chiu	0	0	0	0
Independent director	Teng, Yean-Sen	0	0	0	0
Independent director	Chou, Yon-Chun	0	0	0	0
Major shareholder	EVA Airways Corporation	0	0	0	0
Major shareholder	UNI Airways Corporation	0	0	0	0
President	Shieh, Shin-Wen	0	0	0	0
Chief Executive Vice President	Wang, Cheng-Hsien	1,000	0	0	0
Finance Department Executive Vice President (Financial/Accounting/Corporate Governance Officer)	Chen, Chi-Ming	(17,000)	0	0	0
Business co-ordination Division Executive Vice President	Chong, Kin Hung	0	0	0	0
Base Maintenance Division Executive Vice President	Hwang, Cheng-Hui	(11,000)	0	0	0
Supply Division Executive Vice President	Lin, Jiunn-Liang	0	0	0	0
Business Co-ordination Division Vice President	Chen, Hsing-Yi	(4,000)	0	0	0
Occupational Safety and Health Division Vice President	Lin, Yuan-Pin	0	0	0	0

Title (Note 1)	Name	2025		As of Mar 28, 2026	
		Increase (Decrease) in Shares Held	Increase (Decrease) in Shares Pledged	Increase (Decrease) in Shares Held	Increase (Decrease) in Shares Pledged
Auditing Division Vice President (Chief Auditor)	Lin, Chia-Chen	(3,000)	0	0	0
Human Resources Division Vice President	Chien, Ming-Ho	(5,000)	0	0	0
Computer Department Vice President	Chen, Ming-Trong	0	0	(3,000)	0
Quality Assurance Department Vice President	Chien, Hsien-Jung	0	0	0	0
Training Department Vice President	Lin, Wen-Chi	0	0	0	0
Base Maintenance Division Base Maintenance Department I Vice President	Wang, Ko-Ming	0	0	0	0
Base Maintenance Division Base Maintenance Department II Vice President	Wang, Chih-Shu (Date of inauguration: 2026.01.01)	-	-	0	0
Base Maintenance Division Aircraft Avionics Maintenance Department Vice President	Hsu, Chih-Ping	0	0	0	0
Base Maintenance Division Maintenance Control Department	Yang, Yung-Hsiang	0	0	0	0
Base Maintenance Division Facility & Equipment Control Department Vice President	Lin, Chang-Hsien	(4000)	0	0	0
Aircraft Modification Division Structure Repair Department Vice President	Chen, Ren-Ji	0	0	0	0
Aircraft Modification Division Structure Assembly Department Vice President	Jong, Ming-Chiang	(3,000)	0	0	0
Aircraft Modification Division Airframe Interior Maintenance Department Vice President	Cheng, Chwan- Tzong	(1,000)	0	0	0
Line Maintenance Division Line Maintenance Department Vice President	Tzeng, Jiann-Cherng	(3,000)	0	0	0
Line Maintenance Division Line Maintenance Department Vice President	Chang, Teng-Hsun (Date of inauguration: 2026.01.01)	-	-	0	0

Title (Note 1)	Name	2025		As of Mar 28, 2026	
		Increase (Decrease) in Shares Held	Increase (Decrease) in Shares Pledged	Increase (Decrease) in Shares Held	Increase (Decrease) in Shares Pledged
Line Maintenance Division Cabin and Cargo Maintenance Department Vice President	Liu, Shih-Pin (Date of inauguration: 2026.01.01)	-	-	0	0
Line Maintenance Division TSA Maintenance Department Vice President	Tsay, Jiann-Pyng	0	0	0	0
Supply Division Procurement Department Vice President	Li, Wen-Tsai	0	0	0	0
Supply Division Powerplant Maintenance Department Vice President	Gau, Nae-Chyang (Date of inauguration: 2026.01.01)	-	-	0	0
Supply Division Component Maintenance Department Vice President	Liu, Yung-Pin	0	0	0	0
Manufacturing Division Technologies Development Department Vice President	Lin, Ren-Kwo	0	0	0	0
Manufacturing Division Production Control Department Vice President	Tsai, Nai-Ching	(14,000)	0	0	0
Manufacturing Division Special Process Department Vice President	Hung, Hsien-Hsiang	0	0	0	0
Manufacturing Division Quality Assurance Department Vice President	Chiu, Der-Chih	(4,000)	0	0	0
Manufacturing Division Unmanned Vehicle Department Vice President	Hwang, Feng-Chao	0	0	0	0

(II) Information on transfer of equity: Not applicable.

(III) Information on the stock pledge: Not applicable.

## VIII. Relationships among the Top 10 shareholders

Mar 28, 2026

Name (Note 1)	Shares held in own name		Shareholding of Spouse and Minor Children		Shares held through nominees		Title, name and relationship to any of the other top ten shareholders which is a related party or has a relationship as a spouse or blood relative within the second degree. (Note 3)		Remarks
	Shares	Shareholding Percentage %	Shares	Shareholding Percentage %	Shares	Shareholding Percentage %	Title (Or Name)	Relationship	
EVA Airways Corporation	206,189,241	55.05	Not applicable		0	0	UNI Airways Corporation	EVA Airways Corporation is a director of UNI Airways Corporation	None
Representative: Lin, Bou-Shiu	0	0	0	0	0	0	UNI Airways Corporation	Director	None
UNI Airways Corporation	50,847,721	13.57	Not applicable		0	0	EVA Airways Corporation	Director of UNI Airways Corporation	None
Representative: Chen, Yung-Yu	0	0	0	0	0	0	Lin, Bou-Shiu	Director of UNI Airways Corporation	
Yuanta/P-shares Taiwan Dividend Plus ETF	13,535,124	3.61	Not applicable		0	0	None	None	None
J.P.Morgan Securities plc	5,202,881	1.39	Not applicable		0	0	None	None	None
Yuanta Taiwan High-Yield Leading Company	3,076,000	0.82	Not applicable		0	0	None	None	None
Shin Kong Life Insurance Co., Ltd.	3,002,000	0.80	Not applicable		0	0	None	None	None
Representative: Wei, Pao Sheng	Data cannot be obtained								None
BlackRock Emerging Frontiers Master Fund Limited	2,881,000	0.77	Not applicable		0	0	None	None	None
Delta Electronics Capital Company	2,270,000	0.61	Not applicable		0	0	None	None	None
Representative: Liu, Liang-Fu	Data cannot be obtained								None
New Labor Pension Fund	1,827,208	0.49	Not applicable		0	0	None	None	None
Chang, Kuo-Cheng	1,511,452	0.40	Data cannot be obtained						None

Note 1: All of the top 10 shareholders should be listed, and the names of corporate/juristic person shareholders and their representatives should be listed separately.

Note 2: The shareholding ratio (%) is calculated as the total numbers of shares respectively held by the shareholder, their spouse and minor children, or through nominees.

Note 3: Disclose the relationships among the above-listed shareholders, including corporate/juristic person shareholders and natural person shareholders, in accordance with the provisions of the Regulations Governing the Preparation of Financial Reports by Securities Issuers.

**IX. The total number of shares and total equity stake held in any single enterprise by the Company, its directors, managerial officers, and any companies controlled either directly or indirectly by the Company.**

Mar 28, 2026

Investee enterprise (Note)	Held by the Company		Ownership by Directors, Managerial Officers and Directly/Indirectly Owned Entities of the Company		Aggregate Ownership	
	Shares (thousand shares)	Shareholding Percentage	Shares (thousand shares)	Shareholding Percentage	Shares (thousand shares)	Shareholding Percentage
GE Evergreen Engine Services Corp.	203,285	49.00%	0	0%	203,285	49.00%
Spirit Evergreen Aftermarket Solutions	11,155	49.00%	0	0%	11,155	49.00%
Ever Superior Technologies Corporation	1,260	9.26%	0	0%	1,260	9.26%

Note: Long-term investment by the Company accounted for using the equity method.

### Three. Capital Raising

#### I. Capital and shares

##### (I) Source of capital

Unit: thousand shares; Unit: NT\$ thousand

Year/ Month	Issued Price	Authorized Capital		Paid-up Capital		Remarks		
		Shares	Amount	Shares	Amount	Sources of Share Capital	Paid in Properties Other than Cash	Approval Date and No.
1997.11	NT\$10 per share	500,000	5,000,000	250,000	2,500,000	Cash	None	1997.11.10 Jing (86)-Shang No. 122545
2003.01	NT\$10 per share	500,000	5,000,000	260,000	2,600,000	Converted the earnings to increase the capital for NT\$100,000 thousand	None	2003.01.13 Jing-Shou-Shang-Zi No. 09201010540
2003.10	NT\$10 per share	500,000	5,000,000	280,000	2,800,000	Converted the earnings to increase the capital for NT\$200,000 thousand	None	2003.10.20 Jing-Shou-Shang-Zi No. 09201292000
2004.11	NT\$10 per share	500,000	5,000,000	300,000	3,000,000	Converted the earnings to increase the capital for NT\$200,000 thousand	None	2004.11.08 Jing-Shou-Shang-Zi No. 09301212490
2005.10	NT\$10 per share	500,000	5,000,000	320,100	3,201,000	Converted the earnings to increase the capital for NT\$201,000 thousand	None	2005.10.13 Jing-Shou-Shang-Zi No. 09401199570
2006.06	NT\$10 per share	500,000	5,000,000	340,100	3,401,000	Converted the earnings to increase the capital for NT\$200,000 thousand	None	2006.06.20 Jing-Shou-Shang-Zi No. 09501119030
2007.06	NT\$10 per share	500,000	5,000,000	374,110	3,741,100	Converted the earnings to increase the capital for NT\$340,100 thousand	None	2007.06.22 Jing-Shou-Shang-Zi No. 09601136410
2008.09	NT\$10 per share	500,000	5,000,000	394,110	3,941,100	Converted the earnings to increase the capital for NT\$200,000 thousand	None	2008.09.11 Jing-Shou-Shang-Zi No. 09701233700
2010.10	NT\$10 per share	500,000	5,000,000	413,816	4,138,155	Converted the earnings to increase the capital for NT\$197,055 thousand	None	2010.10.19 Jing-Shou-Shang-Zi No. 09901235340
2011.10	NT\$10 per share	500,000	5,000,000	434,506	4,345,063	Converted the earnings to increase the capital for NT\$206,908 thousand	None	2011.10.19 Jing-Shou-Shang-Zi No. 10001239580
2012.10	NT\$10 per share	500,000	5,000,000	477,957	4,779,569	Converted the earnings to increase the capital for NT\$434,506 thousand	None	2012.10.17 Jing-Shou-Shang-Zi No. 10101216050
2013.07	NT\$10 per share	750,000	7,500,000	525,753	5,257,526	Converted the earnings to increase the capital for NT\$477,957 thousand	None	2013.07.30 Jing-Shou-Shang-Zi No. 10201144750
2014.07	NT\$10 per share	750,000	7,500,000	578,328	5,783,279	Converted the earnings to increase the capital for NT\$525,753 thousand	None	2014.07.28 Jing-Shou-Shang-Zi No.10301148380
2015.09	NT\$10 per share	750,000	7,500,000	636,161	6,361,607	Converted the earnings to increase the capital for NT\$578,328 thousand	None	2015.09.02 Jing-Shou-Shang-Zi No. 10401186520
2019.04	NT\$10 per share	750,000	7,500,000	652,807	6,528,070	Consolidated swap of shares of Evergreen Aviation Precision Corporation for NT\$ 166,463 thousand	None	2019.04.03 Jing-Shou-Shang-Zi No. 10801030120
2021.01	NT\$10 per share	850,000	8,500,000	352,807	3,528,070	Decreased the capital for NT\$3,000,000 thousand	None	2021.01.04 Jing-Shou-Shang-Zi No. 10901245550
2023.04	NT\$10 per share	850,000	8,500,000	374,571	3,745,710	Capital increase in cash by NT\$217,640 thousand for IPO	None	2023.04.06 Jing-Shou-Shang-Zi No. 11230051740

Share Category	Authorized Capital			Remarks
	Outstanding Shares	Unissued Shares	Total	
Registered Common Shares	374,571	475,429	850,000	Stock of TWSE listed company

## (II) List of major shareholders

Mar 28, 2026  
(Book-closure date of the annual general shareholders' meeting)

Name of Major Shareholder	Shares	Number of Shares Held	Shareholding Percentage
EVA Airways Corporation		206,189,241	55.05%
UNI Airways Corporation		50,847,721	13.57%
Yuanta/P-shares Taiwan Dividend Plus ETF		13,535,124	3.61%
J.P.Morgan Securities plc		5,202,881	1.39%
Yuanta Taiwan High-Yield Leading Company		3,076,000	0.82%
Shin Kong Life Insurance Co., Ltd.		3,002,000	0.80%
BlackRock Emerging Frontiers Master Fund Limited		2,881,000	0.77%
Delta Electronics Capital Company		2,270,000	0.61%
New Labor Pension Fund		1,827,208	0.49%
Chang, Kuo-Cheng		1,511,452	0.40%

## (III) The Company's dividend policy and implementation thereof

## 1. The dividends policy specified in the Articles of Incorporation

If the Company reports a surplus at the year end, after clearing taxes, the Company shall first offset losses from previous years (if any), then set aside 10% of the balance as the statutory surplus reserve, and set aside or reverse special surplus reserve per the provisions. After that, the Board of Directors shall propose a surplus distribution plan of the balance plus the retained earnings accrued from prior years, submit the distribution plan to the shareholders' meeting for approval, and then distribute it. The dividends can be distributed wholly or partly in cash only after a resolution has been adopted by a majority vote at a meeting of the board of directors attended by two-thirds of the total number of directors; and in addition thereto a report of such distribution shall be submitted to the shareholders' meeting.

Where the special surplus reserve set aside in the preceding paragraph belongs to a part not fully set aside accrued from prior years, the same amount thereof shall be set aside for the special surplus reserve from the retained earnings accrued from prior years. If the special surplus reserve is still insufficient, the amount from the net income after taxes for the current period plus the items other than the net income after taxes for the current period shall be included in the amount of the retained earnings for the current period to be set aside for such a purpose.

The Company is in the steady growth period. To match up with the Company's operation plan and consider the shareholders' right and interest, the Board of Directors shall propose

a surplus distribution plan according to the following principles:

- (1) The Company shall set aside an amount of no less than 50% of the profit after tax as the shareholder dividends every year.
- (2) The dividends may be distributed either in full in cash, or in the combination of cash and stocks, however the cash dividends shall not be less than 50% of the total amount of dividends.

2. The dividends distribution resolved by the shareholders' meeting of the year

The Company approved to distribute of NT\$5.0 per share from the 2025 distributable earnings upon the resolution adopted in the board meeting on March 11, 2026, for a total of NT\$1,872,854,810; the proposal is to be reported to the annual general meeting for resolution on May 26, 2026, and will be carried out in accordance with relevant regulations.

(IV) Effect upon business performance and earnings per share of any stock dividends distribution proposed this year: Not applicable.

(V) Compensations of employees, and directors

1. The percentages or ranges with respect to compensations of employees, directors, and directors, as set forth in the Company's Articles of Incorporation:

If the Company makes profit in a fiscal year, employees' compensation, no less than 1% of the profit, and directors' remuneration, no more than 2% of the profit, Not less than 45% of employee compensation shall be set aside for junior employees. However, in case the Company has accumulated losses, the Company shall reserve an amount to offset accumulated losses beforehand. The employees' compensation and directors' remuneration shall be set aside afterwards according to the principles mentioned above. The profit in preceding paragraph refers to profit before tax without deducting employees' compensation and directors' remuneration. The employees' compensation shall be distributed in the form of stock or cash; while the directors' remuneration shall be distributed only in the form of cash.

2. The basis for estimating the amount of employee, and director, profit-sharing compensation, for calculating the number of shares to be distributed as employee profit-sharing compensation and the accounting treatment of the discrepancy, if any, between the actual distributed amount and the estimated figure, for the current period:

The Company's distribution of employees--and directors compensations based on the percentage specified in the Articles of Incorporation, which is the basis for estimation and such is listed as operating costs and operating expenses for the current year. Where a discrepancy between the actual distribution amount and the estimated amount exists, it

shall be treated as a change in accounting estimate and the discrepancy is to be recognized as profit or loss for the year of resolution.

3. Information on any approval by the board of directors of distribution of profit-sharing compensation:

(1) The amount of any employee profit-sharing compensation and director profit-sharing compensation distributed in cash or stocks. If there are any discrepancies between that amount and the estimated figure for the fiscal year these expenses are recognized, the discrepancy, its cause, and the status of treatment shall be disclosed:

The Company's proposal for 2025 employees' compensation and directors' compensation distribution was approved by the Board on March 11, 2026. The employees' compensation was NT\$182,792,859, and the directors' compensation was NT\$7,000,000, all paid in cash. There was no discrepancy between the amount of employees' compensation and the compensation of directors approved by the Board and the estimated amount in the 2025 financial report.

(2) Proportion of the amount of employees' compensation distributed in shares to the net profit after tax of the current period and the total amount of employees' compensation: None.

4. Actual distribution of employees', and directors' compensations in the previous year (including the number of shares distributed, amount and share price):

The Company's proposal for 2024 employees' compensation and directors' compensation distribution was approved by the Board on March 11, 2025. The employees' compensation was NT\$175,679,817, and the directors compensation was NT\$7,000,000, all paid in cash. There was no discrepancy between the amount of employees' compensation and the compensation of directors approved by the Board and the estimated amount in the 2024 financial report.

(VI) Status of a company repurchasing its own shares: No such situation.

**II. Issuance of corporate bonds (overseas corporate bonds included)**

No such situation.

**III. Preferred shares**

No such situation.

**IV. Issuance of Global Depositary Receipts (GDR)**

No such situation.

**V. Employee stock options**

No such situation.

**VI. New issuance of employee-restricted shares**

No such situation.

**VII. Issuance of new shares in connection with mergers or acquisitions or with acquisitions of shares of other companies**

No such situation.

**VIII. Implementation of the Company's capital allocation plans**

No such situation.

## Four. Operations Highlights

### I. Company Operation

#### (I) Business activities

##### 1. Business scope

##### (1) The Company's main business

The main business scope includes maintenance of airframes, components, and engines, manufacturing, processing and sales of airframes, engines, and components, and civil aviation training.

Code of business	Business item
CD01060	Aircraft and Parts Manufacturing
F114070	Wholesale of Aircraft and Component Parts Thereof
F214070	Retail Sale of Aircraft and Component Parts Thereof
F401010	International Trade
G602011	Airport Ground Handling Service
I103060	Management Consulting
JA02990	Other Repair
J201051	Approved Training Organizations
ZZ99999	All business activities that are not prohibited or restricted by law, except those that are subject to special approval.

##### (2) Sales percentage of the main products

Unit: NT\$ thousand; %

Revenue Amount	2024		2025	
	Sales Amount	Percentage (%)	Sales Amount	Percentage (%)
Services				
Maintenance of aircrafts	12,966,483	79.62%	14,140,133	77.78%
Manufacturing and selling of aircraft's related components	3,318,017	20.38%	4,039,052	22.22%
Total	16,284,500	100%	18,179,185	100%

##### (3) The business activities provided by EGAT

- ① Airframe maintenance: line maintenance, heavy maintenance, airframe modification, and structure repair.
- ② Engine maintenance: GE GE90 and T700.
- ③ Parts and component maintenance: navigation, electronics, electrical, navigator, hydraulics, machinery, composite materials, and evacuation devices.
- ④ Parts manufacturing: mechanical processing, aluminum alloy processing, and special process.
- ⑤ Airframe assembly: structure, wiring harness, composite materials assembly.
- ⑥ Others: aviation material supply, and AOG manpower support.

After an aircraft is introduced from the original manufacturer (Boeing or Airbus) to the airline to ensure flight safety and airworthiness, maintenance work must be performed regularly or from time to time, and the maintenance operations of the airframe, engine, and parts and accessories are derived. Aerospace maintenance business mainly includes maintenance, repair, and overhaul or MRO repair station in short; the main business activities describes as follows:

- Maintenance and service: mainly to maintain aircraft based on the procedures and schedule specified in the equipment manufacturer's original maintenance manuals.
- Repair: mainly to replace components or outsource repairs; the capabilities of inspection, repair, assembly, balance, and calibration are required.
- Overhaul: mainly to improve or restore the performance of system components, and the required technical level is higher.

Currently, the Company possesses the maintenance certification of the Civil Aviation Administration (hereinafter referred to as "CAA"), as well as certifications from the civil aviation institutions of major countries, such as Federal Aviation Administration (hereinafter referred to as "FAA"), European Union Aviation Safety Agency (hereinafter referred to as "EASA"), Japan Civil Aviation Bureau (hereinafter referred to as "JCAB") and Ministry of Land, Infrastructure and Transport, Republic of Korea (hereinafter referred to as "MOLIT") and UK Civil Aviation Authority (hereinafter referred to as "UK CAA"). The business from existing international customers accounts for about 60% of the total turnover. The domestic business primarily provides fleet service for EVA Airways and UNI Airways.

The current maintenance performance of the Company is detailed below:

- More than 4,700 aircraft visits for heavy maintenance.
- Modification of extra-large cargo aircraft, B747-400LCF, the world's only extra-large cargo freighter modification of Boeing; a total of four aircrafts were modified and delivered from 2005 to 2010, the LCF carry the fuselage section and wing structure of the Boeing Dreamliner B787.
- Completed passenger-to-freighter conversion for 10 Boeing 767-300 aircrafts.

The Company has also been recognized many times in the ratings of Aviation Week, and has also been recognized multiple times as an excellent airline partner in the past. EGAT has demonstrated technological competence and leadership in the market and is currently increasing its visibility in international maintenance platforms, seeking to expand its market share.

Based on aircraft and engine maintenance, the Company has also simultaneously expanded the services into the fields of R&D and manufacturing of parts and components, in producing aircraft/engine parts and components, airframe structure assembly and more under the original equipment manufacturing (OEM) approvals such as Boeing and General Electric Company (GE). The Company's current production and sales performance of components is detailed as follows:

- Qualified ISO9001 &AS9110 &AS9100 Quality Management system
- Boeing Freighter Series Cargo Barrier Walls
- Main products include combustion chambers for the hot sections of various engine types.
- The Company is the sole global supplier for multiple engine products to GE Aerospace.
- Comprehensive Services: Product Design, Engineering Development, Manufacturing, Final Assembly, and Packaging & Shipping.

(4)New products (services) planned to be developed:

In support of the 33 new-generation A350 and A321 NEO aircrafts, which will be gradually introduced by EVA Airways Corporation starting in 2027, the Company has initiated preparations for developing maintenance capabilities for the new-generation aircraft, including the Airbus A350, in order to sustain the revenue stream and has also contacted potential customers.

In terms of airframe, part and component manufacturing, we secured a tender from Airbus. The Company continues to promote production capacity upgrades and manufacturing capability expansion. In response to the growth in demand for structural components and sheet metal parts, our new plant is equipped with more comprehensive aerospace-grade processing equipment and special procedure capabilities, including large sheet metal forming equipment and material storage and transportation facilities, allowing the Company to have a significant increase in production capacity and order-taking flexibility in the structural component and sheet metal part manufacturing field, emphasizing that the Company has entered into a new stage in the aircraft part and component manufacturing field, which will help improve the overall revenue momentum and enhance our mid-to-long-term market competitive advantages.

## 2. Industry Overview

### (1) Industry Overview and Development

Aircrafts are nowadays the transportation mainstream in terms of passenger traveling and freight shipping, with an irreplaceable market position. The aviation industry covers the design, manufacturing and maintenance service industries focused on aircrafts. The

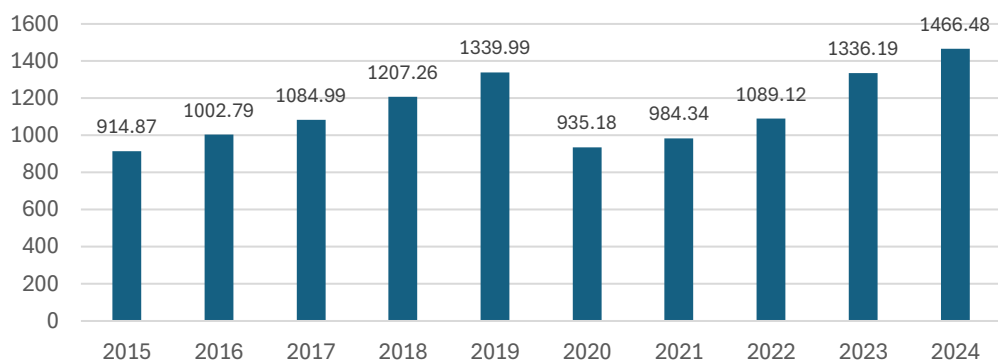
aerospace industry is a typical capital-intensive, technology-intensive, experience-intensive, and labor-intensive industry, featured with high values added and considerable industrial correlations. As the development of the aviation industry affects the national economic competence, the strength of national defense security, and the technological improvement of basic industries significantly, governments all over the world are prompted to support the sustainable development of the aviation industry without spare. The scope of the aviation sector covers the aviation industry, military aviation industry, aviation service industry, aviation maintenance industry, and aviation sports and leisure industry. The manufacturing processes are quite complicated and require close cooperation among various industries. With the long-term governmental support for the domestic aviation industry, the domestic players have high-level aviation manufacturing and maintenance technologies, quality management, and delivery quality and have become important partners of major international aviation manufacturers (such as Boeing, Airbus, Bombardier, and GE, etc.) and increasingly important in the global aviation supply chain in terms of market position, which will drive technologies of related industries, increase market competitiveness and derive benefits. The manufacturing supply chain of the domestic aerospace industry can be categorized as follows and described below:

<b>By Industry</b>	<b>Company</b>	<b>Business Activities</b>
Aviation Maintenance	25 companies, including <b>EGAT</b> , China Airlines, Aerospace Industrial Development, Air Asia, Asian Compressor	Wide-body/narrow-body passenger aircrafts, military aircrafts, helicopters and other airframes, engines, accessories, navigation instruments and avionics maintenance, and modification of passenger aircrafts to cargo aircrafts.
Engines	40 companies, including Aerospace Industrial Development, <b>EGAT</b> , Chaheng Precision, Magnate, Aero Win, Chen Full, Drewloong Precision, and National Aerospace Fasteners.	Compression sections, combustion chambers, casings, blades, diffusers, ring-shaped parts, fasteners, and pipe, among other things.
Airframe structure	55 companies, including Aerospace Industrial Development, <b>EGAT</b> , Chen Full, Drewloong Precision and Magnate	Various metal and compound structural systems/ parts and components such as airframe structures of military aircrafts, fuselage sections of single-aisle aircrafts, tail sections of commercial aircrafts, helicopter cockpit sections, aircraft doors, flight control interfaces, engine pylons, parts and components of aircraft landing gears.
Avionics	22 companies, including Garmin International, Crane Electronics, Becker Electronics, Aerovision Avionics, Innolux and Pyras	Cockpit display panels, power converters, cabin infotainment systems, microelectronic circuits, connectors, touch panels, cabin wireless intelligent control systems and aircraft antennas.
Aircraft interior	30 companies, including Aerospace Industrial Development, Topkey, Fuchitex, Taiwan Fylin, and GaleMed	Aircraft cabin seats, seat structures, cabin fabrics, aviation containers/pallets/cargo nets and oxygen masks.

Source: Committee for Aviation and Space Industry Development (CASID), MOEA

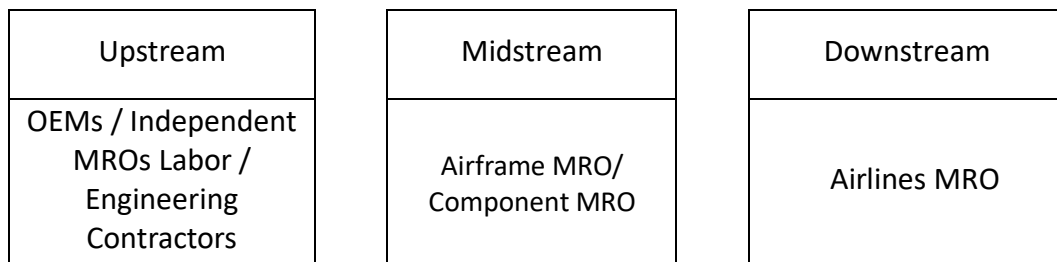
Taiwan’s aviation industry has established a supply chain system of related civil aviation products, and has established partnerships with world-renowned major aerospace manufacturers such as Boeing, Airbus, Bombardier, GE, Pratt and Whitney and Snecma. Driven by the surge in air passenger demand since 2021, Taiwan's aviation industry production value has maintained steady growth through 2023 and 2024. By the end of 2024, the total production value reached NT\$146.648 billion, representing a year-on-year increase of 9.75%. The industry's momentum is expected to reach a new record high in 2025.

**Historical Annual Production Value of Aviation Industry in Taiwan**

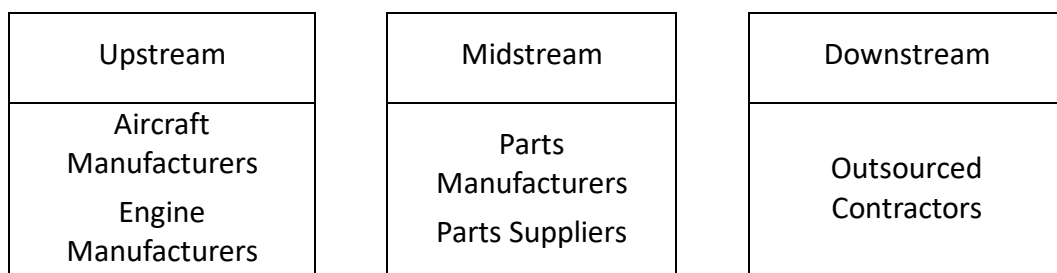


(2) Links between the upstream, midstream, and downstream segments of the industry

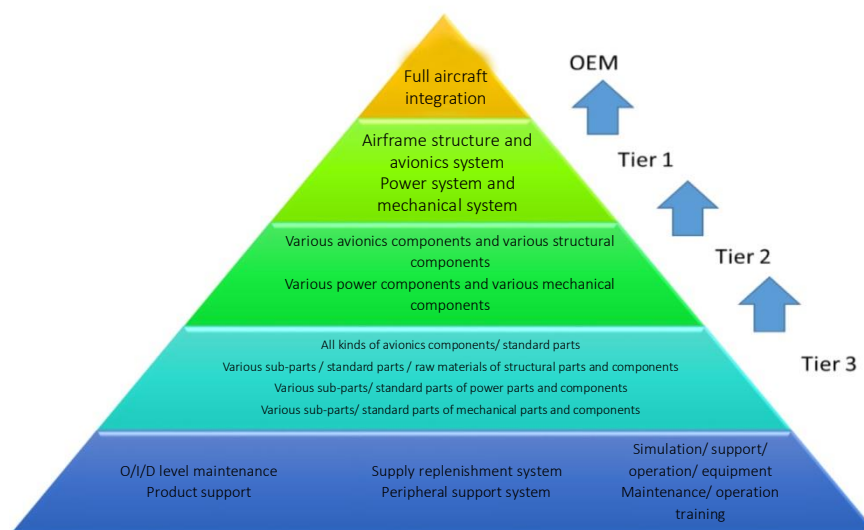
① Maintenance of aircraft:



② Manufacturing and sales of aircraft parts and components:



The diagram below demonstrates the complex structure of the Aerospace & Defense Supply Chain



Currently, most of the commercial aircraft orders in the world are controlled by Boeing Company from the United States and Airbus Company from France, which handle the integration of the entire aircraft. The manufacturing of the aircraft airframe structures of the two major aircraft manufacturers are mainly contracted to SPIRIT and STELIA; engines are contracted to engine manufacturers such as CFM, a joint venture between SAFRAN AIRCRAFT ENGINES and GE Aerospace, GE Aviation itself, Rolls-Royce, Safran Group, Pratt and Whitney and Honeywell. The Company's main products are aircraft maintenance services and manufacturing and sales of aircraft parts and components, belonging to the midstream and downstream industries.

### (3) Development trends and competition for the Company's products

#### A. Development trends for the Company's products

##### ① Composite technologies for compound materials are synchronized with the latest models

To cope with environmental protection, energy saving, weight reduction, fuel saving and the trend of diverse applications of composite materials for the next generation of aircrafts, EGAT has built a maintenance capability for composite materials of new-generation aircrafts, including airframes and large parts of composite materials. In addition, Evergreen Aviation's manufacturing business has built high-performance machines and capacity meeting customers' specifications, such as clean rooms, Autoclave, and automated ultrasonic penetration testing, among other things, for the production process of large composite material parts for the airframes.

② Asia has become an important hub of the global aviation industry

In recent years, airlines in Europe and America have delivered their aircrafts to aircraft repair stations in Asia in consideration of cost reduction on MROs. There are nearly 20 major aircraft repair stations for MROs in Asia. There are independent aircraft repair stations in China, Hong Kong, Singapore, Vietnam and the Philippines. EGAT expands its own airframe capability following the fleet development of its parent company, EVA Airways, to expand the aircraft model-specific maintenance capacities; the maintenance capability is strengthened by combining the accumulated experience of the aviation fleet and execution opportunities with other customers. The main considerations for airlines to choose an MRO repair station are quality, cost and turnaround time (TAT), as well as geographical location, airline alliance and other factors. Compared to other MROs, the Company has advantages.

③ Globally aerospace industry supply chain strategy

Aircraft manufacturers have established a global supply chain system to achieve a cost-out policy. At present, with the support of their governments, emerging countries can compete for markets with lower prices, causing the threat of low-price competition. In order to avoid the low-price competition from emerging countries, the Company actively strives for products with higher added value such as assembly parts, optimization operation, and continuously cost down to increase market competitiveness.

B. Competition:

In the aviation manufacturing sector, each company is facing fierce competition. The Company has the following competitive advantages:

- ① The Company possesses key technical resources, engine technology, and automated processes, which can enhance product performance and reduce production costs.
- ② Our system resource integration capability effectively integrates various resources (such as supply chain, R&D, and production processes) to improve operational efficiency and shorten the product development timeline.
- ③ Innovation ability: Continuous investment in research and development enables us to develop innovative processes to satisfy ever-changing market needs.
- ④ The Company has maintained good interaction with aircraft manufacturers and established a stable cooperative relationship, ensuring access to important market

information and technical support, as well as enhancing the market competitiveness of its products.

C. Globalization strategy:

With a comprehensive procurement supply chain, the Company expands its business scope and increases market share by leveraging its global supply chain and market.

3. Technologies and Research /Development Overview

(1) The amount invested on the research and development by the Company in recent year and by the printed date of annual report is NT\$60,204 thousands.

Note: The company's research and development expenses refer to the costs of process development for the manufacturing of aircraft components.

(2) The Technical and Research/Development:

The capabilities: Product development, Precision Machining, Heat Treatment of metal materials, Surface Treatment, Special Processing, Non-Destructive Testing, Precision Measurement, Structural Assembly and Material Testing, etc.,

The Approval: EGAT has more than 65 certifications of Aerospace Special Processes from NADCAP,

The Product Development and Production Management System:

Utilized the same operation system can connect with OEMs such as BOEING, AIRBUS, GE, PW, and RR to adopt the Product Development and Production operations.

Automated AI Production:

EGAT has also invested in smart manufacturing technologies, such as automatic electric discharge machining used for EDM and the automatic riveter used for fasteners installation on large airframe structures; AI, IOT, and visual production management technologies are introduced to the production lines, etc.

(3) R & D team education and experience:

The Company has set up the Engineering Development Department, which is responsible for the development and optimization of aerospace parts and components production.

Below the chart is the Education background distribution

Education background distribution	Number	Percentage (%)
Master's degree	8	30%
Bachelor's degree	19	70%
Total	27	100%

(4) Record for Technologies or Products developed in the past five years:

Year	Technologies or Products
2021	Completion of the product development for the GE9X diffuser assembly. Automatic machine use on Large Assembly of airframe structure. Capability for Dissimilar Metal welding. Capability for partial Heat Treatment operation. Capability for Zinc-Nickel plating.
2022	Thermal spraying technologies. High-Precision Bearing installation. Completion of the product development for four components of the Leap engine mount assembly. Completion of the product development for the PP20 engine combustion chamber assembly. Approval from the customer for Chromic Acid Anodizing.
2023	Obtained customer certification for aerospace grade solid film lubricant manufacturing process. Obtained customer certification for aerospace-grade aluminum-silicon-polyester plasma spray coating process. Completed the establishment of Electrochemical Machining (ECM) technology. Completed the development of land-based surveillance and reconnaissance single rotor UAV.
2024	Construction of solid film lubricant automated production line. Construction of automated welding production lines.
2025	Completed the development of structural components for the main wing forward landing lights. Completed the development of a commercial-grade multirotor Unmanned Aerial Vehicle (UAV).

(5) Intellectual Property Management Implementation:

The Company's Intellectual Property Management Policy and Intellectual Property Management Plan were approved by the Board of Directors on December 26, 2024, and the implementation status was reported to the Board of Directors on December 29, 2025, including Patent Management (3 items in total) / Trademark Management (10 items in total) / Trade Secret Management / Copyright Management (Please refer to the company's official website for the contents of the Intellectual Property Management Policy and Intellectual Property Management Plan: <https://www.egat.com.tw/>)

4. Long- and short-term business development plans

(1) Short-term business development plans

A. Maintenance of aircraft:

① Technical capabilities competence:

Continue to maintain a long-term and close cooperative relationship with the original manufacturers, *i.e.*, Boeing/GE. In terms of composite repair technology, invest and deepen the technical development of professional talents and enhance the leading technological competitiveness. The Company has initiated the preparation for the

maintenance capability of the new generation aircraft including the Boeing 737MAX and the Airbus A350, in order to sustain the revenue stream. The Company introduced the first A321NEO aircraft for maintenance and repair in 2024. In support of the 33 new-generation A350 and A321 NEO aircrafts, which will be gradually introduced by EVA Airways Corporation starting in 2027, the Company has initiated preparations for developing new capabilities and has contacted potential customers.

② Continue to gain a customer base from the international market:

Move toward the directions of the international maintenance market, expanding the production capacity and investing in high value-added technologies. In 2023, the Company completed the layout of the B787 C CHECK for the European market and expanded its B787 maintenance services to British Airways operators in 2024, continue to expand into European and American markets in 2025.

B. Manufacturing and sales of aircraft parts and components:

① Refined the technical capabilities:

By continuously optimizing the process and automating production, the Company seeks to reduce production costs and aims to meet market competitiveness.

② Comprehensive manufacturing capacity:

Improving the capacity for airframe sheet metal procedures enables us to undertake more business for parts and components of airframes and structural components, helping the Company secure more long-term cooperation opportunities in the aircraft manufacturing supply chain.

③ Continue to develop the international market:

Maintain the market share of existing mass production orders, while striving for business from other aircraft manufacturers, including Airbus, Rolls-Royce, and others.

(2) Business development plans-Long-term

A. Business development plan for Maintenance Repair Overhaul:

Continuously develop industry with local partners with accumulated maintenance experience and professional resources, strive for reinvestment opportunities and create more profits. Looking ahead to next year, market demand is expected to remain stable, and the Company will continue to hire additional manpower annually to increase the production value of its airframe business.

B. Business development plan for Manufacturing:

① Continue to accumulate experience with existing orders, and develop the European

Aerospace market, to expand the business landscape of the global market.

- ② Supply chain integration, working together with partners, and diversity, to enhance the competitiveness of the market.

(II) Overview of market and production

1. Market analysis:

(1) Geographic areas where the main products (services) of the company are provided (supplied):

Unit: NT\$ thousand; %

Sales regions \ year	2024		2025	
	Sales amount	Percentage (%)	Sales amount	Percentage (%)
Domestic sales	6,765,050	41.54%	8,006,134	44.04%
Export sales	9,519,450	58.46%	10,173,051	55.96%
Total	16,284,500	100%	18,179,185	100%

(2) Market share

A. Maintenance of aircraft

Evergreen Aviation Technologies Corp. is a key player in the international aircraft maintenance market. Holding maintenance license from 16 countries, serving 50 major customers worldwide, and performing maintenance on 306 aircraft frames annually, the Company was ranked 8th in the 2023 Aviation Week survey for airframe maintenance capacity. In terms of individual maintenance products, in 2025, EGAT's maintenance volume for Boeing 747 aircraft accounted for approximately 37% of the global 747 MRO market, securing its position as the industry leader.

B. Manufacturing and sales of aircraft parts and components:

The Company focuses on manufacturing parts and components for civil aircraft and possesses complete process certification along with strong production capacity. The Company's main customers are aircraft and engine manufacturers. Its market share and supply capacity depend on the sales performance of its customers' products, and there is no available projected market share data in the aviation sector for reference.

(3) Marketing status

The delay in OEM aircraft deliveries, the unstable supply of parts, and the extension of engine maintenance cycles led to a "strong demand with tight production capacity" situation in the global aviation market. The Boeing Company continues to be constrained by quality issues and supply chain disruptions, resulting in further delays in production and aircraft delivery. In 2025, the FAA required Boeing to ground the MD-11 aircraft, and Airbus also issued an emergency Airworthiness Directive (AD) for the A320 series, further affecting airline fleet scheduling.

In terms of fleet planning, airline companies have initially estimated their operating

capacity requirements for the next 5 to 10 years; however, the aging fleet retirement plan had to be postponed due to delayed new aircraft deliveries and increased uncertainty. The increase in demand for wide-body aircraft has led to a corresponding increase in maintenance demand, driving the expansion of the global MRO market. However, supply chain imbalances and a shortage of skilled labor remain common challenges for maintenance facilities, which also become important opportunities to promote business model optimization and industry transformation.

Looking ahead to 2026, demand in the aviation market remains strong, and the commercial aircraft MRO scale will continue to grow steadily. Demand for engine and composite repairs is increasing most rapidly. The Asia-Pacific region is expected to become the world's most strategic MRO market in the next decade.

(4) Demand and supply conditions for the market in the future; the market's growth potential

A. Maintenance of aircraft:

① Demand and supply conditions

Due to the impact of geopolitical conflicts and the new tariff policy imposed by the new U.S. government on the goods transportation industry, the global supply chain is facing new challenges and undergoing restructuring, which will affect global economic growth and inflation. As a result of these factors, demand and supply uncertainty increase. MRO (avionics, landing gear, environmental control, and fuel systems) demand is steadily growing, driven by the age structure of fleets and flying hours.

② Market's growth potential

The global airlines' passenger and cargo fleets are experiencing rapid growth. In the next 10 years, by 2034, the number of aircraft worldwide is expected to increase by 28%, from 28,400 to 36,400. It is estimated that the aerospace maintenance industry will benefit from an annual increase of 1.8% in maintenance volume.

B. Manufacturing and sales of aircraft parts and components:

① Demand and supply conditions

According to market expectations, with the recovery of the global economy and the increase in travel demand, airlines operators' demand for new aircraft continues to pick up and aircraft manufacturers continue to increase production capacity to meet market demand. In particular, the demand for narrow-body aircraft is particularly strong, and as a result, orders for the core product continue to grow.

## ② Market's growth potential

According to Boeing's "Civil Aviation Market Forecast" released in 2025, the aviation market will be driven by the growth of low-cost airlines, the flexibility of flight operations, the optimization of cabin configurations, and the need to reduce carbon emissions, with future GDP growth forecast at 3.6% per annum, and with passenger traffic expected to grow at an average of 6.1% per annum over the 20-year period from 2025 through 2043. In this context, the demand for new aircraft will continue to grow. Demand for commercial aircraft is expected to reach 49,000 over the next 20 years, with significant growth in demand for narrow-body passenger aircraft in particular, with growth in the aerospace maintenance and manufacturing sector is expected to be around 4% per annum.

### (5) Competitive Basis

- A. The Company's customers are more than 40 airlines around the world and they deeply trust the Company.

The Company has established long-term cooperative relationships or short- to medium-term airframe maintenance contracts with international airlines. The maintenance customers cover all continents of the world, such as Asia, Asiana Airlines from Korea, All Nippon Airways, and Skymark Airlines from Japan and in the Americas, including UPS and Atlas Airlines, as well as European, including Austrian Airlines, TUI Airways and British Airways. The Company continues to move toward the direction of the international maintenance market, with the expansion of advantages in production capacity and high value-added technologies.

- B. High-quality employees with rich professional experience

To cultivate aerospace science and technology professionals, the Company continues to maintain a long-term close cooperative relationships with Boeing/GE, to deepen the technical cultivation of professional talents, and strengthen the leading competitiveness of technologies. Cooperate with world-renowned manufacturers such as Boeing, GE, and Spirit, to invest in machines, tools and equipment, send engineers abroad for training, build a supply chain of maintenance parts and components, obtain the recognition of the original manufacturers, to improve the technical maintenance capabilities.

### C. Superior Maintenance Experiences

Cumulative deliveries for major airframe maintenance exceeded 4,700 aircraft as of 2025. In addition, to cope with the next generation of aircraft models and the trend of diversified application of aircraft compound materials, the Company has established the maintenance capabilities for the new generation of aircraft compound materials; meanwhile, in pursuit of stable flight safety, ground safety and human safety, by relying on professional and standardized maintenance operations and active, competent and well-trained disciplined employees, customers are provided with professional technologies and high-quality maintenance services for aircrafts, engines, and parts and components, as well as part and component manufacturing and parts and components assembly.

The maintenance of airframes, engines and parts and components must be recognized by the original manufacturers and approved by the aviation authorities before the maintenance operation can be implemented. In addition to being certified by the Civil Aviation Administration (CAA) of Taiwan, the Company has also obtained certifications from major national civil aviation institutions, such as the United States (FAA), the European Union (EASA), Japan (JCAB), United Kingdom (UK CAA) and South Korea (MOLIT). The Company's operating scale has been ranked among the top ten airframe maintenance MROs in the world, and has been recognized as the best aircraft maintenance MRO in Asia by AVIATION WEEK many times. Under the premise of pursuing quality and safety, the Company has accumulated knowledge of various maintenance professional know-how to improve maintenance technologies and quality.

### D. The ability to modify extra-large cargo aircrafts

The Company maintains cutting-edge technology in the maintenance business, and retains close technological cooperation with aircraft and engine manufacturers. From 2005 to 2010, it successively completed the Boeing large cargo freighter modification with Boeing company. Four modified aircrafts were delivered to carry the fuselage sections and wing structures of the Dreamliner B787; from 2017 to 2019, 10 Boeing 767-300 passengers to freighter modifications were successfully completed, one of the leading pioneers in the Taiwan aerospace industry, and stepping into the field of passenger to cargo aircraft modification. In addition, the Company also works with GE Engine to complete the modification of flying engine test bed aircraft modified from a 747-400 aircraft to provide an engine for in-air verification.

(6) Positive and negative factors and countermeasures for a development outlook

A. Positive factors:

① Maintenance of aircraft:

- a. Line maintenance has returned to the pre-pandemic level.
- b. Aeronautics materials are developing towards the direction of high performance, multi-function, low cost and integration of structure and function. In response to the trend of lightweight and fuel-efficient applications of aircraft composite materials, the airlines will continue to increase the number of new-generation aircraft in the future.
- c. As EVA Airways will gradually introduce 33 new-generation A350 and A321NEO aircrafts starting in 2027, the Company has initiated preparations for developing new capabilities and has contacted potential customers.

② Manufacturing of aircraft parts and components:

- a. The aviation industry has been listed by Taiwan Government as a key development program and promoted the integration of complementary capacities among local manufacturers. The domestic aviation manufacturers have cooperated with EGAT as partners to create more value while promoting Taiwan to become an important aviation industry hub in the Asia-Pacific region
- b. EGAT manufactured a variety of products, there are products in demand for commercial aircraft, as well as products for cargo aircraft, which are all key items for future market development. According to current estimates from aircraft manufacturers, global demand for air passenger and cargo transportation will grow over the next 20 years, with a rapid increase in demand for new aircraft. The Company has prepared various production capacity equipment in advance, waiting for the market to mature and take off.
- c. We shall expand the application of technology and production capacity, utilizing the internationally certified and mature technological capabilities of the aviation manufacturing industry to benefit other domestic industries, and providing services through technology transfer, knowledge sharing, quality management and supply chain management, so as to jointly enhance national production technology capabilities, product quality and market position, and to achieve common prosperity and maximize benefits.

B. Negative factors:

① Maintenance of aircraft:

The intensification of geopolitical and regional conflicts has created turmoil in the world. Oil prices have remained high and flight routes have amended as a result. In addition to increasing the cost of air transportation, these events have also disrupted world economic development. In 2025, U.S. President Trump's policy of increasing tariffs after taking office has greatly increased uncertainties, which is the challenge for all operators. The relationship between China, the U.S. and Taiwan has placed Taiwan in between the potential conflict, which increases the cost and risk considerations for the airline operators to outsource maintenance to Taiwan.

② Manufacturing of aircraft parts and components:

Affected by the epidemic, caused a shortage of raw materials, and the cost has risen sharply, which has created more uncertain factors for future operations.

C. The Company's response:

① Maintenance of aircraft:

- a. The maintenance business of passenger aircrafts and cargo aircrafts developed in a balanced manner.
- b. Global customers have expanded to Asia, North America, and Europe, to prevent the regional political and economic factors from affecting the overall business due to changes.
- c. The Company will continue to hire additional manpower annually to stably increase the production value of its airframe business.

② Manufacturing of aircraft parts and components:

Communications with aircraft/engine manufacturers and material suppliers for forecast and demand to plans in advance.

2. Usage and manufacturing processes for the company's main products

(1) Usage for the main products:

A. Maintenance of aircraft:

The main business of the Company is to provide maintenance and modification of aircraft and related equipment. After an aircraft is introduced from the original

manufacturer (Boeing or Airbus), to ensure flight safety and airworthiness, maintenance work must be performed regularly or from time to time and the maintenance operations of the airframe, engine and parts and accessories are derived, aiming to maintain the protection of flight safety of aircrafts, mainly.

B. Manufacturing of aircraft parts and components:

a. Main products of airframe assembly: Rigid Cargo barriers (RCBs) for freighters, Main Deck cargo doors and Strakelets.

b. Main products of engine parts: Combustor Diffuser Nozzle, Diffuser, Outer/Inner Supports, Misc. parts, Ti-panel.

(2) The capabilities for manufacturing:

A. Maintenance of aircraft:

Maintenance, repair and overhaul of airframes, engines and accessories must go through the following procedures: preliminary test - dismantling - inspection - parts replacement or repair - reassembly - operation and test - issuance of airworthiness document.

B. Manufacturing and sales of aircraft parts and components:

Raw materials procurement → mechanical processing and manufacturing → special process processing → manual operations of assembly → packaging and delivery.

3. Status of Supply of Main Materials

(1) Maintenance of aircraft:

Main Raw Materials	Major Suppliers	Supply Status
Parts of aircraft maintenance	Boeing	Good

(2) Manufacturing and selling of aircraft's related components:

Main Raw Materials	Major Suppliers	Supply Status
Aluminum alloy	Designated supplier of Boeing	Good
Forgings/castings	Designated supplier of GE	Good

4. Major suppliers and customers in the last two calendar years

(1) Main suppliers who account for over 10% of total purchases in the recent 2 years and their procurement amounts and shares and explain the reasons for the increase and decrease:

Unit: NT\$ thousand

		2024			2025				
Item	Title	Amount	Percentage of annual net purchases (%)	Relationship with the Company	Title	Amount	Percentage of annual net purchases (%)	Relationship with the Company	
1	A	523,654	10.45	None	A	566,835	10.43	None	
2	Others	4,487,008	89.55	None	Others	4,867,533	89.57	None	
	Net purchase	5,010,662	100.00		Net purchase	5,434,368	100.00		

Reason for change: None.

(2) Main customers who account for over 10% of total sales in recent 2 years and their individual sales amounts and shares and explain the reasons for increase and decrease:

Unit: NT\$ thousand

		2024			2025				
Item	Title	Amount	Percentage of annual net sales (%)	Relationship with the Company	Title	Amount	Percentage of annual net sales (%)	Relationship with the Company	
1	EVA Airways	5,177,285	31.79	Parent company	EVA Airways	6,053,724	33.30	Parent company	
2	B	2,185,123	13.42	None	B	2,582,003	14.20	None	
3	Others	8,922,092	54.79	None	Others	9,543,458	52.50	None	
	Net sales	16,284,500	100		Net sales	18,179,185	100		

Reason for change: None.

(III) Human Resources

The number of employees employed for the two most recent fiscal years, and during the current fiscal year up to the date of publication of the annual report for the shareholders' meeting

Item		Year	2024	2025	As of Mar 28, 2026
Number of employees	Male		2,975	3,043	3,050
	Female		200	213	211
	Total		3,175	3,256	3,261
Average age			38.6	38.9	38.8
Average years of service			12.4	12.8	12.7
Education (%)	Ph.D.		0.09	0.09	0.09
	Masters		5.04	5.22	5.09
	Bachelor's Degree		86.24	86.21	86.36
	Senior high school		8.54	8.39	8.37
	Below senior high school		0.09	0.09	0.09

(IV) Environmental Protection Expenditure

1. Countermeasures and Improvements for current and future environmental protection:

The loss or penalty incurred by our consolidated subsidiary Evergreen Aviation Technologies Corp. due to environmental pollution is NT\$1.12 million during the latest year and up to the printed date of this annual report:

Disposition Date	Disposition Number	Violated Article	Violated Article Content
Jun. 13, 2025	34-114-060007	Article 13, Paragraph 1 of Toxic and Concerned Chemical Substances Control Act	A manufacturer, importer or seller of Class 1, 2 or 3 toxic chemical substances shall apply to the special municipality, the municipality, county or city competent authority for a permit, and shall operate in compliance with the content of the permit.
Apr. 10, 2025	40-114-040001	Article 36, Paragraph 1 of Waste Disposal Act Article 5 of Methods and Facilities Standards for the Storage, Clearance and Disposal of Industrial Waste	Methods and facilities for storage, clearance and disposal of industrial waste shall meet regulations designated by the central competent authority. Hazardous industrial waste shall be stored separately from general industrial waste.
	40-114-040002	Article 36, Paragraph 1 of Waste Disposal Act Article 7, Paragraph 1 of Methods and Facilities Standards for the Storage, Clearance and Disposal of Industrial Waste	Methods and facilities for storage, clearance and disposal of industrial waste shall meet regulations designated by the central competent authority. Apart from biomedical waste sharp implements and infectious waste the storage of hazardous waste shall comply with the following regulations: I. Hazardous industrial waste shall be stored separately in accordance with hazardous industrial waste identification methods or hazardous characteristics. II. Waste shall be sealed in fixed packaging materials or containers, placed within storage facilities, assigned classification numbers, and marked with labels indicating the name of the waste-producing enterprise, the storage date, quantity, composition, and the characteristics of the hazardous industrial waste type. III. Storage containers and facilities shall be compatible with the hazardous industrial waste they contain to lessen corrosion or attrition. IV. Storage containers and packing materials shall be kept in good condition, and shall be replaced promptly if there is concern of serious rusting, damage or leakage.

Countermeasures:

- The system has implemented warning labels for the import of toxic substances and revised operational procedures. Additionally, through an immediate monitoring system, the total quantity of toxic substances on-site is supervised, along with daily automatic reports to monitor inventory and quantities in transit, thus preventing any single instance or daily total from exceeding the defined operational limits.
- Advocate that all colleagues cooperate in the classification processes by separating organic solvent empty containers from general scrap metal items. Prior to the generation of hazardous industrial waste, hazardous waste warning labels must be posted to comply with regulatory standards.
- Clearly indicate the Chinese name, storage date, quantity, composition, and the classification of hazardous industrial waste characteristics.

2. Current and Future Environmental Issues: Countermeasures and Improvement Strategies.

The consolidated subsidiary Evergreen Aviation Technologies Corp. (EGAT):

Starting in 2022, to enhance the utilization of rooftop spaces across various plants and facilities and to achieve the enterprise’s sustainable green energy objectives, EGAT began planning the phased installation of solar photovoltaic systems. In 2022, solar photovoltaic systems with a total installed capacity of 697 kW were installed on the rooftops of the new engine factory and on the fourth floor of the manufacturing plant. In 2023, a 499 kW solar photovoltaic system was installed on the rooftop of No. 4 aircraft maintenance hangar and interconnected to the grid.

To further enhance carbon reduction benefits, in 2024, EGAT adjusted its solar photovoltaic development strategy and shifted to a self-generation and self-consumption model by installing a 499 kW solar photovoltaic system on the third-floor rooftop of the manufacturing plant, enabling renewable energy to directly supply electricity to the plants and facilities. In 2025, a new solar photovoltaic system with a capacity of 1,205 kW was constructed on the rooftop of No. 2 aircraft maintenance hangar. During the year, total solar power generation reached 3,137,557 kWh, of which the proportion of self-generated and self-consumed renewable energy increased to 54.37%, effectively strengthening energy efficiency and reducing carbon emissions.

3. Environmental protection expenditures for the current and future years:

Unit: NT\$ thousands

Item / Year	2025	2026(Estimated)
Cleaning fee of litter	28,300	29,818
Aircraft noise prevention charge	0	0
International carbon emissions management and processing fees	173	1210
Expenses for the environmental and energy management system and program	0	0
Disposal fee of polluted water	626	821
Pollution prevention facility	2,840	33,000
Environmental protection and energy saving facility	61,820	3,300

(V) Labor relations

1. List any employee benefit plans, continuing education, training, retirement systems, and the status of their implementation and the status of labor-management agreements and measures for preserving employees' rights and interests:

(1) Employee benefit plans and implementation:

- A. The Company has established the Employee Welfare Committee to organize and provide various benefits to employees, such as birthday gift vouchers, wedding subsidies, funeral subsidies, and festival gift vouchers.
- B. The Company has an employee cafeteria, convenience stores, medical rooms, a gymnasium, parking lots, and other facilities to serve all employees. In addition, it offers free transportation services for employees commuting to and from work.
- C. Amusement and recreational activities: The Company allocates a budget each year for each department to plan and organize its own departmental trips. Meanwhile, it provides employees and their families with discounts on fares for international scheduled flights, allowing employees to relax and balance their family life through arranging overseas travel outside of work hours. In addition, various departments hold family days for employees occasionally, enabling employees' families to visit the Company and become familiar with the working environment, thereby fostering a stronger sense of connection and loyalty. The Company also holds year-end banquets and periodic lucky draws.
- D. Employee health: The Company's medical room provides professional medical consultations, general medical services, and free regular health examination as required by laws. It also organizes various sports competitions at the gym from time to time, encouraging employees to develop the habit of exercising outside of work to promote both physical and mental health.

In addition, the Company offers year-end bonuses and employee remuneration based on its overall operating performance, allowing employees to share in the Company's profits. To encourage employees and retain talent, the Company has established employee share subscription procedures, offering employees shares, subscription for cash capital increase, and other benefits.

(2) Employees' continuing education and training and implementation thereof:

To cultivate professional talents in aerospace technology, the Company has formulated the "Regulations Governing Education and Training" for employees, to enable employees to receive appropriate training depending on their duties and functions, to improve their professional functions and productivity for better work efficiency. Employees are also encouraged to participate in external training to enhance professionalism at work; in addition, to encourage employees to improve their English proficiency, a free online

English learning platform is also provided to facilitate language training and enhance the Company's competitiveness. The Company's relevant employee continuing education and training in 2025 are described below:

Serial Number	Training Category	Total Number of People Trained	Total Training Hours
1	Training for recruits	647	55,214
2	On-the-job safety and health education and training	690	4,072
3	Aviation security training	327	2,868
4	Professional competence training	3,785	31,029
5	Regulations and Procedures	6,687	11,039
6	Client Procedures	24,518	35,087
Total		36,654	139,309

(3) Retirement system and its implementation:

To secure employees' livelihoods after retirement, the Company has established labor retirement regulations in accordance with the law and formed the Committee of Labor Retirement Reserve for the Labor Pension Act. In addition, the Company contributes 2% of the total monthly salary expense to a pension reserve and deposits it in a pension reserve account at the Bank of Taiwan, safeguarding the rights and interests of employees. Since July 1, 2005, the Company has adopted the government's new pension system. Under the new system, the Company contributes 6% of employees' salaries to their individual pension accounts. For employees who voluntarily contribute to their pensions, the Company deducts voluntary contributions from their monthly salaries at a rate determined by the employees and transfers these contributions to their individual pension accounts at the Bureau of Labor Insurance.

The provisions of the Labor Pension Act applicable to the Company are as follows:

A. Voluntary retirement:

A worker may apply for voluntary retirement under any of the following conditions: (those who have opted for the Labor Pension Act shall be governed by the same Act)

- ① Where the worker attains the age of 55 and has worked for 15 years.
- ② Where the worker has worked for more than 25 years.
- ③ Where the worker attains the age of 60 and has worked for 10 years.

B. Forced retirement:

An employer shall not force a worker to retire unless any of the following situations has occurred:

- ① Where the worker attains the age of 65.
- ② Where the worker is unable to perform his/ her duties due to disability.

A business entity may request the central competent authority to adjust the retirement age prescribed in subparagraph 1 of the preceding paragraph if the specific job entails risk, requires substantial physical strength, or is otherwise of a special nature; provided, however, that the retirement age shall not be reduced below 55.

C. The criteria for payment of worker pensions:

- ① The criteria for the payment of worker pensions for seniority, both before and after the application of the Labor Standards Act, as well as the seniority of employees who choose to be continuously covered by the retirement mechanism in the “Labor Standards Act” in accordance with the Labor Pension Act or who reserve their seniority prior to the application of the Labor Pension Act, shall be determined in accordance with Article 84-2 and Article 55 of the Labor Standards Act.
- ② An additional 20% on top of the amount calculated according to Subparagraph 2, Paragraph 1, Article 55 of the Labor Standards Act shall be given to an employee who possesses the seniority prescribed in the preceding paragraph and is forced to retire due to a physical or mental disability incurred in the execution of their duties in accordance with Subparagraph 2 of Article 54 of the Labor Standards Act.
- ③ For employees who are covered by the retirement mechanism in the Labor Pension Act, the Company contributes 6% of their monthly salaries to their individual pension accounts.

D. Pension payment:

The Company shall pay employees their pension within 30 days from the day of their retirement.

(4) Status of labor-management agreements and measures for preserving employees’ rights and interests:

A. Status of labor-management agreements

To create harmonious labor relations, the Company has established complaint-filing

channels such as labor-management meetings and a mailbox for employees' complaints. In addition, each department also holds regular meetings to make the channel for employees to file complaints smooth. Therefore, the labor relations have been harmonious since the incorporation of the Company.

B. Measures for preserving employees' rights and interests:

In addition to formulating the Employee's Work Manual pursuant to laws and regulations, to specify various labor conditions and protect employees' rights and interests, the Company has also established labor-management meetings, the Employee Welfare Committee, and employee complaint-filing mailbox pursuant to laws and regulations. The employees may access fair and reasonable treatment for their rights and interests through these aforesaid channels.

2. List any losses suffered by the company in the most recent fiscal year and up to the 2025 annual report publication date due to labor disputes and disclose an estimate of possible expenses that could be incurred currently and in the future and measures being or to be taken: None.

(VI) Information security management

1. Information security risk management framework

To achieve comprehensive protection of information assets, the "Information Security Management Division" was established to focus on developing and overseeing policies and guidelines for information security management and personally identifiable information. Meanwhile, the "Information Security Steering Committee" guarantees that resources are allocated and utilized appropriately to operate the ISMS effectively and efficiently, minimizing risks to an acceptable level.

(1) Information Security Management Division

in responsible for formulating information security policies, reviewing procedures and controls for personally identifiable information, promoting cyber security awareness, and managing incident response activities to improve the company's information security posture.

(2) Information Security Steering Committee

Since 2024, the Information Security Steering Committee has been established and holds meetings annually. The committee is chaired by the President and is responsible for reviewing the company's information security policies and its implementation

effectiveness. This ensures that the security objectives in confidentiality, integrity, and availability comply with the business strategy, applicable laws and regulations, and customer requirements.

2. Information security policy

To cope with the rapid development of information technology and the ever-evolving cyber threat landscape which could lead to business disruptions, negatively impacting company performance and competitive advantages, we have built information security policies and related management procedures as the basis for daily operations and maintenance, with a regularly review and revise. Furthermore, we continue to strengthen cyber security protection and deploy numerous protection measures including firewalls, antivirus for emails, spam filtering, and endpoint protection software, to enhance the security of the overall information environment. In recent years, we have continuously improved employees’ awareness of cyber security by various internal disseminations and training, developing a culture that instills everyone from top to bottom secure practices all throughout our daily routine.

3. Concrete management programs, and investments in information security management

[Concrete management programs]

(1) Information security management system

To comply with international information security standards and domestic cybersecurity regulations, we initiated and implemented the ISO/IEC 27001:2022 and CNS 27001 27001:2023 Certificate (Validity: 2024/12/31 – 2027/12/30) certified Information Security Management System in 2024. This system strengthens business resilience by establishing systematic policies and procedures for managing information security, ensuring improvement through consistent evaluation and updating within the PDCA (Plan-Do-Check-Act) management cycle.

(2) Information Security Protection Mechanism Summary

Protection Area	Protection Mechanism
M.M.A.E. Program	<ul style="list-style-type: none"> <li>● Monitor and measure the information security controls in protecting information assets to verify if controls are operating as intended.</li> <li>● Analysis the data collected and evaluate the result to ensure the effectiveness of the ISMS controls.</li> </ul>
Information Security Incident Management	<ul style="list-style-type: none"> <li>● Establish a homogenous process for reporting information security events and establishing a main point of contact for all such events to be reported to.</li> </ul>

Protection Area	Protection Mechanism
	<ul style="list-style-type: none"> <li>● Formulate an incident response procedure that enable relative department to assess and respond to incidents.</li> </ul>
Business Continuity Management	<ul style="list-style-type: none"> <li>● Plan and document procedures to restore normal business operations following a disruptive or disastrous event.</li> <li>● Periodically execute mock disruption scenarios and apply the plans against these scenarios to validate the effectiveness of business continuity plans and improve response capabilities.</li> </ul>
Network security	<ul style="list-style-type: none"> <li>● Advanced technologies are introduced to perform computer scanning and system software updates.</li> <li>● The border firewalls and network access control are enhanced to detect and block suspicious connections.</li> <li>● The network system security is regularly evaluated or tested, identified risks and vulnerabilities of the operating environment are repaired in a timely manner.</li> <li>● User behavior analytics and content filtering solution are deployed to control internet access, enhancing network security by preventing access to inappropriate or unsafe web content, control bandwidth usage and limit employee access to specific sites that are unrelated to work.</li> <li>● SOC-as-a-Service was implemented to take in telemetry from across IT infrastructure (Firewall, Intrusion Prevention System, AD server...etc.), correlating every event logged to identify, categorize, prioritize, and remediate security alerts, ensure a rapid response to any emerging cyber threats around the clock and help business maintain good cyber resilience.</li> </ul>
Device security	<ul style="list-style-type: none"> <li>● Network access control is deployed to prevent unauthorized devices from accessing cooperate network.</li> <li>● Antivirus solution is installed on endpoint devices to enhance malware detection.</li> <li>● Strengthen cyber resilience by implement managed detection and response service, multidimensional conducting a 7/24 endpoints security inventory including program memory forensics and network traffic analysis to rapidly perform threat analysis.</li> <li>● Reclaim endpoint administrator privilege to prevent improper use of privileged accounts and curb the possibility of malicious software distribution and installation.</li> <li>● Implement an Endpoint Resource Management Platform to streamline asset visibility and strengthen organizational compliance through automated hardware and software inventories.</li> </ul>
Application system security	<ul style="list-style-type: none"> <li>● Based on the principle of least privilege, system users are given the minimum essential access to perform their duties depending on the business functions, and the accesses are revoked when no longer required such as user resigns, being transferred or rotated from the position.</li> <li>● Regularly conduct source code inspections to find out security vulnerabilities of webpage, to ensure the security of system services.</li> </ul>

Protection Area	Protection Mechanism
	<ul style="list-style-type: none"> <li>● Implement the operations of system account password change, access monitoring, and log checking, to prevent accounts from being stolen by people with bad intentions.</li> </ul>
Data protection security	<ul style="list-style-type: none"> <li>● Establish processing regulations for managing and storing classified and sensitive data, set up appropriate protective measures such as outgoing mail control, access permissions, data encryption and masking.</li> <li>● Enhance the control over portable media, rules and regular review mechanism to prevent intentional data loss, theft, or malicious invasion.</li> <li>● Formulate media sanitization and disposal policy, effectively removed sensitive or private data from storage media via physically destroy before IT assets retirement, to prevent hidden personal information and trade secrets leakage risk.</li> </ul>
Contingency and recovery mechanism	<ul style="list-style-type: none"> <li>● Regular review of incident response plans.</li> <li>● Test critical system recovery plan every year to ensure continuity of critical business functions.</li> <li>● Forming backup strategy including remote backup architecture, monitor backup performance and regularly check the logs for data lapses.</li> </ul>

(3) Investments in resources for cyber security management

- ✓ Participated in 14 cyber security conferences.
- ✓ A total 20 cyber security related events were posted, keeping employees updated with hot topics at any time.
- ✓ Conducted a 3,494 participants awareness training program in 2025, including extensive information security training session for employees on board and online course for remaining employees. The training consists of the latest cyber security threat trends, basic concepts of information security, and the Company's information security policies
- ✓ Completed a total of 686.5 hours of information security training for IT personnel .
- ✓ Information security specialist completed a total 134 hours cybersecurity-related
- ✓ training courses through external expert-led lectures.
- ✓ Annually conduct a 3,383 participants social engineering assessment to evaluate personal data protection awareness and phishing defense
- ✓ how susceptible we are to deception-based attacks targeting human vulnerabilities rather than technical systems, strengthen employees' security awareness and stay vigilant against phishing emails.
- ✓ Complete the information assets inventory and risk assessment.

4. List any losses suffered by the company in the most recent fiscal year and up to the annual report publication date due to significant cyber security incidents, the possible impacts therefrom, and measures being or to be taken. If a reasonable estimate cannot be made, an explanation of the facts of why it cannot be made shall be provided:

No cyber security incident took place in the most recent fiscal year.

## II. Major contracts

### Important contracts

Date: Mar 28, 2026

Company name	Nature of Contract	Counterparty	Starting and ending dates of contracts	Important Information	Restrictive clauses
Evergreen Aviation Technologies Corp.	Borrowing contract	Bank Of Taiwan	2015.07~2030.07	Building Mortgage Loan	-
		Taiwan Cooperative Bank	2016.01~2031.01		-
		Hua Nan Commercial Bank	2019.10~2034.10		-
		Bank Of Taiwan	2022.04~2037.04		
		The Export-Import Bank of the Republic of China	2024.02~2029.02	Credit loan	-
		The Export-Import Bank of the Republic of China	2024.09~2029.09		
		Sunny Bank	2025.06~2028.06		-
		Cathay United Bank	2024.08~2027.02		-
		Bank Of Taiwan	2023.11~2028.11		
		Shin Kong Bank	2023.11~2026.11		
		Yuanta Bank	2024.04~2027.04		
		Taiwan Cooperative Bank	2025.10~2030.10		
		KGI Bank	2026.01~2030.11		
		E-Sun Commercial Bank	2026.02~2029.02		
	Maintenance contract	EVA Airways Corporation	2008/09/01(Note)	Maintenance service	-
	Lease contract	Taoyuan International Airport Corporation	2021/01/01-2030/12/31	Lease contract	-
	Lease contract	Taoyuan International Airport Corporation	2026/01/01-2030/12/31	Lease contract (Land-C9-C10 apron)	-
	Lease contract	Taoyuan International Airport Corporation	2026/01/01-2030/12/31	Lease contract (office)	-
	Lease contract	Taoyuan International Airport Corporation	2017/06/29 -2032/06/30	Lease contract (Land No. 242 and 250)	-
	Research contract	National Formosa University	2023/09/01 -2025/06/30	Design and Manufacture of 25kg VTOL UAV	
Research contract	National Formosa University	2024/11/1~2025/10/31	Sub-Commissioned Research Project on Gimbal Vibration Modal Analysis		
Joint venture contract	GE Aerospace	2013/12/30 - Consensual termination	Formation of a joint venture	-	
Joint venture contract	SPIRIT AEROSYSTEMS INTERNATIONAL HOLDINGS, INC.	2021/3/30 - Consensual termination	Formation of a joint venture	Non-competition clause	
Joint venture contract	Amulair Thermal Technology, Inc. Superior Plating Technology Co., Ltd.	2021/11/22 - Consensual termination	Formation of a joint venture	-	

Note: contracts are automatically extended if no party involves objects.

## Five. Review of Financial Condition, Financial Performance, and Risk Management

### I. Financial Position

Unit: NT\$ thousand

Item	Year	2025	2024	Difference	
				Amount	%
Current assets		12,675,307	11,781,989	893,318	7.58
Investments accounted for using the equity method		1,315,184	1,536,767	(221,583)	(14.42)
Property, plant and equipment		5,652,642	5,836,578	(183,936)	(3.15)
Right-of-use asset		2,198,256	2,277,628	(79,372)	(3.48)
Intangible assets		21,949	28,145	(6,196)	(22.01)
Other assets		1,660,256	1,539,317	120,939	7.86
Total assets		23,523,594	23,000,424	523,170	2.27
Current liabilities		4,250,327	3,303,053	947,274	28.68
Non-current liabilities		5,711,905	6,458,778	(746,873)	(11.56)
Total liabilities		9,962,232	9,761,831	200,401	2.05
Capital stock		3,745,709	3,745,709	0	0.00
Capital surplus		2,138,093	2,131,649	6,444	0.30
Retained earnings		7,652,013	7,325,172	326,841	4.46
Other equity		25,547	36,063	(10,516)	(29.16)
Total equity		13,561,362	13,238,593	322,769	2.44

Description of significant changes (for the amount changed by more than 20% and exceeded NT\$10 million):

- (1) Current Liabilities: Mainly due to growth in operating scale during the period and an increase in accounts payable compared to the preceding period, as well as an increase in long-term borrowings due within one year.
- (2) Other equity: Due to the recognition of losses on exchange differences from the translation of financial statements of foreign operations arising from the depreciation of the USD against the NTD.

## II. Financial performance

Unit: NT\$ thousand

Item \ Year	2025	2024	Increase (Decrease)	Change (%)
Operating revenue	18,179,185	16,248,500	1,930,685	11.88
Operating costs	14,482,582	13,164,239	1,318,343	10.01
Gross profit	3,696,603	3,120,261	576,342	18.47
Operating expenses	695,349	689,541	5,808	0.84
Net operating income	3,001,254	2,430,720	570,534	23.47
Non-operating income and expenses	(437,960)	(138,176)	(299,784)	216.96
Profit before tax	2,563,294	2,292,544	270,750	11.81
Income tax expenses	518,538	455,440	63,098	13.85
Profit (Loss)	2,044,756	1,837,104	207,652	11.30
Description of significant changes (for the amount changed by more than 20% and exceeded NT\$10 million):				
(1) Increase in net operating income: Mainly due to a continuous increase in demand for aircraft maintenance, driving revenue growth, and a decrease in expected credit losses in the current period compared to the previous period.				
(2) Decrease in non-operating income and expenses: Mainly due to the recognition of investment losses in the current period.				

The expected sales volume and its basis, the possible impact on the Company's future finance and business, and countermeasures:

EGAT's main scope of business is aircraft maintenance, and the maintenance scale shows significant differences, making it unsuitable as a basis for measuring sales volume. In recent years, EGAT has been committed to improving its operational efficiency and maintenance quality in response to increased maintenance volume. It is expected that as global freight demand increases, the fleet expands, and the average age of aircraft rises, the Company's revenue will continue to grow.

### III. Cash flow

#### (I) Analysis of the changes in cash flow in the most recent year

Unit: NT\$ thousand

Item \ Year	2025	2024	Increase (decrease)	Change (%)
Cash and cash equivalents at the beginning of the year	4,471,379	5,330,034	(858,655)	(16.11)
Net cash flows from (used in) operating activities	3,545,693	1,867,821	1,677,872	89.83
Net cash from (used in) investing activities	(402,888)	63,575	(466,463)	(733.72)
Net cash from (used in) financing activities	(2,299,163)	(2,790,051)	490,888	(17.59)
Cash and cash equivalents at the end of the year	5,315,021	4,471,379	843,642	18.87
<p>1. Analysis of percentage increase/decrease over 20%:            (1) Investing activities: Mainly due to no dividends received and an increase in the acquisition of property, plant and equipment as compared to the preceding period.</p> <p>2. Improvement plan for liquidity shortfall: Not applicable.</p>				

#### (II) Cash flow analysis for the coming year (2026)

Unit: NT\$ thousand

Cash and cash equivalents at the beginning of the year	Net cash flow from operating activities for the year	Cash flow generated from (used in) investing activities for the year	Cash flow generated from (used in) financing activities for the year	Estimated amount of cash surplus	Remedy for insufficient cash	
					for the next year	Financing plan
5,315,021	3,503,854	(878,931)	(2,774,750)	5,165,194	-	-
<p>1. Analysis of changes in cash flow            (1) Operating activities: mainly due to cash inflow from profit increase.            (2) Investment activities: mainly due to the cash outflow for the purchase of equipment and tools and the cash inflow for the collection of dividends.            (3) Financing activities: mainly due to cash outflow for loan repayment, dividend distribution, and cash inflow for cash capital increase.</p> <p>2. Remedy for the estimated cash shortfalls: Not applicable.</p>						

### IV. The impact of any material capital expenditures over the most recent year upon the Company's financial and operating condition

None.

**V. Company's investment policy for the most recent fiscal year, main causes for profits or losses, improvement plans, and investment plans for the coming year**

Unit: NT\$ thousand

Investee	Investment gains (losses) recognized for 2025	Main businesses and products	Main Causes Contributing to the Profit or Loss	Improvement Plan	Investment plan for the coming year
GE Evergreen Engine Services Corp.	(244,533)	Maintenance of aircraft engines and engine parts	Quality control issues led to a decrease in production capacity.	Optimize the quality control process.	None
Spirit Evergreen Aftermarket Solutions Co., Ltd.	28,062	Maintenance of aircraft components	Profit growth due to growth in the maintenance business	None	None
Ever Superior Technologies Corporation	(8,335)	Chemical surface treatment of metal products	Customer demand did not meet expectations.	Continuously optimize technology and expand business.	None

**VI. Assessment of risks by the Company in the most recent fiscal year and by the printed date of the annual report**

(I) Effects of changes in interest rates and foreign exchange rates and inflation on the Company's profit and loss and the future response measures:

1. Interest rate

Most of the Company's borrowings are based on floating interest rates, and there is no case of engaging interest rate swap contracts. If the interest rate increases or decreases by 1%, while all other variables are held constant, the Company's 2025 profit before tax changes by NT\$50,304 thousand. The Company's measures in responding to the risk of interest rate changes mainly involve regular assessment of borrowing rates, and good relationships with financial institutions to lessen financing costs. At the same time, it strengthens working capital management to reduce dependence on bank loans and diversify the risk of interest rate fluctuations.

2. Exchange rate

The Company's exchange rate risk mainly comes from cash and cash equivalents, notes receivable, accounts receivable (including related parties), accounts payable (including related parties) and other payables denominated in foreign currencies, etc., which generate exchange gains or losses from translation of foreign currencies. When the New Taiwan Dollar depreciates or appreciates 1% against the US Dollar, while all other variables held constant, the Company's 2025 profit before tax changes by NT\$29,181 thousand. The Company adopts a prudent and

conservative approach in the management of foreign currency funds and risk aversion strategies. The exchange rates and the trends are monitored at all times, which helps mitigate the risks generated by the foreign currency position.

### 3. Inflation

The Company takes inflation into account when quoting to its customers, and adopts immediate and flexible adjustment measures in response to market fluctuations, so the impact on its profit is limited. Although various price indices have risen in recent years, there is still no pressure from inflation. The Company has not experienced a significant impact on its profit or loss caused by inflation.

(II) Policies, main causes of profit or loss and future countermeasures with respect to high-risk, high-leverage investments, lending or endorsements and guarantees and derivative transactions as well as:

1. The Company does not engage in high-risk or highly leveraged investments.
2. The Company does not lend funds or provide endorsement or guarantee to others, the relevant operations are subject to The Company's policy "Procedures for Funds Lending, Endorsement and Guarantee".
3. The Company currently does not engage in any derivatives trading. All derivatives transactions in the future shall proceed according to the "Handling Procedures for Derivatives Transactions".

(III) Future R&D projects and expected budget:

#### 1. Future R&D projects:

The Company has set up the Engineering Development Department, which is responsible for the development and optimization of aerospace parts and components production. In the near future, The Company will continue to improve the quality of current products, and optimize the efficiency of the manufacturing process, thereby achieving the cost reduction. Furthermore, the Company aims to become a specialized, high value-added and intelligent manufacturing hub of aerospace industries through the implementation of thorough technical capacities and Artificial Intelligence.

#### 2. Projected R&D expenses:

In recent years, the Company has been developing high-value-added products, and the relevant research and development projects and progress are all on schedule. In 2025, R&D expenses accounted for 0.23% of revenue. The Company continues budgeting these projects phase to phase, largely for personnel, equipment, and new technology to maintain advantages.

- (IV) Impacts of important domestic/foreign policies and changes of laws on the financial business of the company and countermeasures:

The daily operations of the Company are conducted in accordance with domestic and international laws and regulations. The Company also pays attention to the development trends of domestic and overseas policies and regulatory changes to respond to changes in the market. All the information relevant to technological and trend changes in the industry is to be provided as a reference for decision-making for management, so that we can adjust our business strategies and formulate corresponding measures. In 2025, we did not encounter changes in domestic and foreign policies and laws which might have major adverse effects on our finances.

- (V) Effects on the company's finance and business operations in technology (including cybersecurity risk) and industrial changes, and measures to be taken in response:

We pay attention to changes in the industry and technology and gather information relevant to technological and trend changes in the industry to be provided as a reference for decision-making for our management, so that we can adjust our business strategies and formulate corresponding measures. In 2025, we did not encounter changes in technology and industry that might have major adverse effects on our finance and business operations.

- (VI) Effects on the Company's crisis management from changes in the Company's corporate image, and measures to be taken in response:

In pursuit of stable flight safety, ground safety and human safety, we rely on professional and standardized maintenance operations and active, competent and well-trained employees, and customers are provided with professional technologies and high-quality maintenance services for aircrafts, engines and components, as well as parts manufacturing and components assembly. Strengthen internal management, improve quality and performance, and strive to maintain a good corporate image. Uphold the company's quality and safety policy of "Safety first. Quality first" to provide customers with the best service and protection.

EGAT has obtained the ISO 45001 Occupational Safety and Health Management System certification in Taiwan, complies with occupational safety and health laws and regulations and fulfills relevant responsibilities and obligations. We continuously improve the work environment and implement testing of the operating environment and inspection of dangerous machinery and equipment. We provide employees with occupational safety and health education and training and related certification to eliminate workplace hazards, reduce false alarms, and prevent occupational disasters. We also actively promote activities to boost employees' physical and mental health, taking extra steps to move toward the goals of workplace health and safety.

In terms of environmental protection, prevention and control management, our sewage treatment, air pollution prevention and equipment updates and maintenance, application and approval of legal operating permits, payment of air pollution control fee, waste removal and reuse, environmental protection personnel, etc., have been functioning normally for years, and we continue to fulfill our social responsibility of environmental protection.

In 2025, there was no change in the corporate image resulting in a corporate crisis. In the event of a corporate crisis, we will continue to comply with various corporate governance requirements and propose relevant contingency plans to reduce the impact of the corporate crisis on our finance and business operations.

(VII) Expected benefits and possible risks associated with any merger and acquisitions, and mitigation measures being or to be taken: We currently have no plans for mergers and acquisitions.

(VIII) Expected benefits and possible risks associated with plant expansion, and mitigation measures being taken or to be taken: To satisfy customers' demand and provide better services, the Company will continue to expand its plants. In the most recent fiscal year and up to the date of publication of the annual report, the benefits of plant expansion comply with the Company's expectations.

(IX) Risks associated with excessive concentration of purchasing sources and excessive customer concentration, and mitigation measures being taken or to be taken:

1. Maintenance Plant:

(1) Purchase concentration risk:

Our maintenance shop purchases supplies needed for the maintenance of aircraft, engines and spare parts, including aircraft components, raw materials, chemicals, maintenance equipment and tools, etc., and we have established safety stocks of commonly-used supplies to reduce temporary shortage risk. The main sources of purchase are aircraft manufacturers such as Boeing and Airbus, engine manufacturers such as GE, or their authorized component manufacturers that can provide airworthiness documents authorized by the civil aviation authority. At present, most of the aircraft that customers entrust us to repair are the main models used in the existing market, such as 777 and A330, and the spare parts and components of airlines are also released to the market during the aircraft model conversion, so there is no risk of shortage of materials and supplies. In the event of an emergency shortage of materials, the needed materials can also be obtained through the emergency materials supply agencies established by Boeing and Airbus. In 2025, we did not encounter purchase concentration risks, and there was no shortage or interruption of supplies that affected our business.

(2) Sales concentration risk:

Our maintenance shop is entrusted by customers to perform aircraft maintenance/modification or component maintenance services, and the industry requires certification from the relevant civil aviation authorities. Our maintenance clients are in different continents of the world, such as EVA Airways and Asiana Airlines in Asia, UPS, Atlas Air in the US and others in Europe. The concentration sales risk in 2025 was due to the Company's excellent service quality which earned customer trust, leading to an increase in orders. In order to reduce the sales concentration risk, the Company regularly evaluates the credit status of customers to ensure that all risks are under management's control. The Company's maintenance business is steadily growing, and the Company continues to actively expand its customer base to increase its revenue.

2. Manufacturing Plant:

(1) Purchase concentration risk:

The manufacturing plant focuses on manufacturing aerospace products. Due to the nature of the industry, the products require high quality and stability. Customers have strict requirements for product safety standards. We are required to purchase materials from qualified suppliers designated by our customers. The delivery status from the relevant suppliers is considered good. Therefore in 2025, we did not encounter purchase concentration risks, there were no shortages or interruptions of supply that affected our business.

(2) Sales concentration risk

Due to the fact that the aerospace industry is considered an oligopolistic market, the sales of the manufacturing plant tend to concentrate on a few major international manufacturers, which is a common phenomenon in the industry. Aerospace products require rigorous certification and the industry has high barriers to entry. The development time can take one to two years. Most of the customers offer long-term mass production orders that can last four to five years. Aerospace products have a long service life, stable demand, and high visibility. It is normal for customers to extend contracts. In the future, we will continue to actively develop new markets and new customers at home and abroad, and maintain good and stable cooperative relations with existing customers.

- (X) The impact and risks relating to massive share transfer or change in shareholdings by directors, supervisors, or shareholders with shareholdings of over 10%, and mitigation measures being or to be taken: None.

- (XI) Effects upon and risks to the Company associated with any change in management rights, and mitigation measures being or to be taken: None.
- (XII) For litigation or non-litigation matters that involve the Company and/or any director, supervisor, president, person in charge, any principal shareholder with shareholdings of over 10% and/or any subsidiary company and of which the results may have a significant impact on the Company's shareholders' equity or the securities price, the facts at issue, amount of the subject matter, the start date of litigation, the main parties involved and the current status as of the publication date of the annual report shall be disclosed: None.
- (XIII) Other important risks, and mitigation measures being or to be taken: None.

**VII. Other material issues**

None.

## Six. Special disclosure

### **I. Information on affiliated companies**

Please refer to the appendix: Affiliation Report.

### **II. Private placement securities in the most recent years**

None.

### **III. Other supplementary information**

None.

### **IV. Events regulated in Article 36, Paragraph 3, Subparagraph 2 of the Securities and Exchange Act that have impacts on shareholders' equity or the price of securities until the printing date of the annual report**

None.

## **Review Opinion of the Affiliation Report by the CPAs**

To Evergreen Aviation Technologies Corporation,

For the 2025 Affiliation Report prepared by Evergreen Aviation Technologies Corporation pursuant to the “Criteria Governing Preparation of Affiliation Reports, Consolidated Business Reports and Consolidated Financial Statements of Affiliated Enterprises” (hereinafter referred to as “the Criteria”), the related financial information has been reviewed by us against the information disclosed in the notes of the financial report for the aforesaid period, and this review opinion is presented pursuant to the Criteria.

In our view, the 2025 Affiliation Report of Evergreen Aviation Technologies Corporation is not materially inconsistent with the information disclosed in the notes of the financial report for the aforesaid period, nor with any violation of the Criteria.

Sincerely yours,

Evergreen Aviation Technologies Corporation

**KPMG Taiwan**

**Chen, Ya-Ling**

**CPA**

**Cheng, Po-Jen**

**March 11, 2026**

Evergreen Aviation Technologies Corporation  
2025 Affiliation Report

I. Overview of relationship between the subordinate and controlling company

December 31, 2025

Name of controlling company	Reasons for control	Shares held and pledged by the controlling company			Directors, supervisors, or managerial officers appointed by the controlling company	
		Number of shares held	Shareholding ratio %	Number of shares pledged	Position	Name
EVA Airways Corporation	Parent company with control over the Company	206,189,241 shares	55.05%	-	Chairman	Huang, Nan-Horang
					Director	Lin, Bao-Shiu
					Director	Sun, Chia-Ming
					Director	Hsieh, Shin-Wen

## II. Transaction status

### 1. Purchase and sale transactions

December 31, 2025 Unit: NT\$ thousand; %

Transactions with controlling company				Transaction terms and conditions with controlling company		General transaction terms and conditions		Reasons of difference	Accounts and notes receivable (payable)		Overdue accounts receivable			Remarks
Purchase (sale)	Amount	Percentage of total purchase (sales)	Gross profit	Unit price (NT\$)	Credit period	Unit price (NT\$)	Credit period		Balance	As a percentage of total accounts and notes receivable (payable)	Amount	Action taken	Amount of allowance for bad debt	
Purchase	83,588	0.58%	-	-	60 days	-	-	Note 1	24,893	1.91%	-	-	-	None
Sales	6,053,724	33.30%	2,347,155	-	60 days	-	-	Note 2	929,980	22.79%	-	-	-	None

Note 1: The purchase price varies due to differences in product specifications, and therefore cannot be directly compared with the general transaction price.

Note 2: The sales price and transaction terms are determined according to the market competition in each sales area, and they do not differ significantly from general sales in terms of sales price, transaction terms, and payment conditions.

## 2. Property transactions

December 31, 2025 Unit: NT\$ thousand

Transaction type (acquisition or disposal)	Name of property	Date of transaction or date of occurrence	Transaction amount	Delivery and payment terms	Payment collection	Gain or loss on disposal	Reasons for selecting the controlling company as the transaction counterparty	Information on previous transfer (Note 2)			Method by which the transaction was decided upon	Reference basis upon which the price was determined	The specific purpose of the acquisition or disposal and the usage status	Other agreed matters
								Owner	Relationship with the Company	Date of transfer				
Acquisition	Components for maintenance	Occurred successively in 2025	30,179	60 days	Paid	-	Company operational needs	-	-	-	Note 1	-	Note 2	None

Note 1: In accordance with the “Regulations Governing the Delegation of Authorization and Responsibilities for the Company’s Operations”.

Note 2: In line with the Company's operational needs.

3. Financing: None.

4. Asset leasing: None

5. Other significant transactions: None.

6. Endorsements/guarantees: None

7. Other matters with a significant effect on the Company’s finances and business: None.